

Australia	Sch22	Indonesia	Rp3100	Portugal	Esc210
Bahamas	Dvo 050	Italy	ItL170	S.Arabia	Riy200
Belgium	Bf 46	Japan	Y100	Switzerland	Sfr 110
Canada	C\$1.00	Jordan	Jds 500	Taiwan	Nt\$200
Denmark	Dkr 10	Kuwait	Ku 100	Thailand	Thb 20
France	FF 6.50	Lebanon	Lb 125.00	Turkey	Lira 100
Germany	DM 3.00	Malaysia	RM 1.00	USA	\$1.00
Greece	Dr 20	Mexico	Ps 20		
Hong Kong	HK\$12	Norway	Nkr 10		
India	Rs 15				

FINANCIAL TIMES

EUROPE'S BUSINESS NEWSPAPER

No. 30,577

Thursday June 30 1988

D 8523 A

Madrid: González heads for ETA funds row, Page 2

TODAY: New world in the making

By the year 2000, East Asian economies will have a gross national product greater than Western Europe's and as big as North America's. Today, in a 12-page FT Report, David Housego explains why world economic power is shifting towards the Pacific Rim.



World News Business Summary

Judge rules American Brands sued by Wall St investors

A US federal judge ruled that the Reagan Administration cannot close the Palestine Liberation Organisation's mission to the United Nations in New York. Judge Edmund Palmieri said the Anti-Terrorism Act of 1987 did not require the closure of the PLO's permanent observer mission nor did the act's provisions "impair the continued exercise of its appropriate functions."

AMERICAN BRANDS, tobacco, spirits and financial services group, has been sued by four big Wall Street investors in junk bonds to prevent it transferring \$1.5bn in bonds to a less creditworthy company. Page 17

Angola talks threat

Diplomatic efforts were being made to keep the Angola/Namibia peace talks on the rails after renewed fighting between South African, Cuban and Angolan forces in southern Angola. Accounts of Monday's clash remain contradictory. Page 16

Kohl may face inquiry

Helmut Kohl, the West German Chancellor, could face a public inquiry into when he knew about illegal plans by a state-owned shipbuilder to help South Africa build submarines. Page 2

Rebel ordains priests

The rebel Roman Catholic Archbishop Marcel LeFebvre ordained 16 priests at Econe in Switzerland.

Jet fighters crash

Two Japanese jet fighters in a mock dogfight over the Sea of Japan collided and crashed into the sea. Two US jets on a training mission collided in West Germany, crashing into an alcohol factory.

NZ budget row

David Lange, New Zealand's Prime Minister, said errors in calculating the 1988-89 budget would mean an "unacceptable" NZ\$ 3.2bn deficit. Page 5

Soviet subs admission

A Soviet official confirmed Swedish allegations that Soviet submarines entered Swedish waters for reconnaissance purposes during the 1980s. Page 4

Paris toll revised

French police revised the death toll in Monday's Paris train crash at the Gare de Lyon station downwards to 56 from 59.

Haiti minister released

Roger Savain, Information Minister in the deposed Haitian government of President Leslie Manigat, was released from jail.

Algeria-Libya union

Algeria and Libya are to hold parallel referendums in September on the proposed union of their two states. Page 5

Showers dampen US grain prices but not the soil

BY DEBORAH HARGREAVES IN CHICAGO AND NANCY DUNNE IN WASHINGTON

SCATTERED showers quenched parts of the thirsty US farm belt yesterday but showed little sign of breaking the worst drought to strike the nation in half a century. Grain prices plunged across the board for the second consecutive day as Chicago traders remained hypersensitive to any change in the weather.

The city's Board of Trade weather forecast, due out from the US Agriculture Department yesterday afternoon, and expected to forecast little relief. The drought had triggered soaring commodity prices in the futures markets, where, until Tuesday, grains approached record price levels. But these prices had already anticipated widespread damage to US crops, and traders have been quick to react to even slender prospects of improvement in the US harvest.

The farm lobby, however, is complaining that the Agriculture Department has been underestimating the drought damage so far. "If it were to rain tomorrow you would have a 50 per cent reduction in harvest on wheat," said Mr Devon Woodland of the National Farmers Organisation. "You would have a 60 per cent harvest in corn, and you would have a 70 per cent harvest in soybeans."

Even more serious, he said, was the 50 per cent reduction in the output of hay available to livestock farmers, who have been the first to suffer the effects of the disaster.

"The grass has been consumed - it's gone - and we have seen the first wave liquidation of cattle and the second wave will come when we know for a fact that there is no more rain, and there is none in the forecast," he said.

In view of the November elections, pleas by farmers for Government assistance are falling on receptive ears in Washington. "If you're going to have a drought, it had better be in a year divisible by four," said Mr John Baise of the American Soybean Association.

His organisation has put forth a package of relief proposals including loans and subsidies to drought-struck soybean producers and export subsidies next year.

US Government surpluses of soybeans are depleting rapidly and are expected to disappear during July. Even before the drought the Agriculture Department had predicted that, in September this year, farmer-owned stocks would drop to an historically low 155m bushels.

The soybean group is worried about expanded oilseed production by Brazil and Argentina in 1988-89. To maintain its grip on its markets, it is requesting changes in the US farm programme which would allow for an expansion of US soybean planting next year.

The Agriculture Department has insisted that, despite the drought, grain export supplies will be sufficient, but it has quietly put on hold the controversial Export Enhancement subsidy programme.

Farmers, however, are keen to see the scheme continued and point to the 78m acres of land, fallow this year under set-aside and conservation programmes, which could be brought back into production next year.

Gorbachev intervenes as row erupts on pace and scope of reform

BY QUENTIN PEEL AND CHARLES HODGSON IN MOSCOW

A FURIOUS debate on the new-found openness and self-criticism in Soviet society erupted yesterday at the extraordinary conference of the ruling Communist Party, pitting reformers against conservatives, and forcing Mr Mikhail Gorbachev, the party leader, to intervene.

Behind closed doors in the Kremlin Palace of Congresses, sharp differences emerged among the delegations over the scale and pace of the reforms proposed by Mr Gorbachev, though none dared criticise the path of reform itself.

Harshly worded criticism was aimed at the most outspoken newspapers and magazines of the Soviet press, which have led the process of glasnost (openness) in exposing the "black spots" of Soviet history - including the crimes of Stalin - and corruption of party officials in the Brezhnev years.

Yet they won equally passionate defence, including from Mr Gorbachev. "Perestroika will die should we give up advancing the process of glasnost, criticism, self-criticism and democracy," he said. "We have firmly embarked upon the road of glasnost, and we will follow it unwaveringly."

Fairly full reports emerged from the closed session, given by the official newsagency Tass, Soviet television and briefings by the Communist Party's propaganda department.

They publicised unprecedented public differences between major figures in the party hierarchy. Dr Leonid Abalkin, a key economic adviser as director of the Institute of Economics of the Academy of Sciences, was accused of saying that perestroika was necessary to achieve in a one-party state.

They also reported that a Communist Party secretary from Moscow, Mr V. Belyaninov, was slow hand-clapped into silence for making a long-winded speech about well known achievements - exposing corruption and attempting to rewrite the Soviet history books.

The onslaught was launched by Mr Vladimir Karpov, head of the writers' union, who accused some of his fellow authors of being "passionate fishwives" in their criticism. "Some people understand glasnost as permissiveness," he said, saying that some journalists refused a right of reply.

Mr Filip Popov, the Communist party leader from the Altai region, on the Mongolian border, continued, citing "distortions, absurdities, downright falsifications and insults." He highlighted an article in Ogonyok, a weekly magazine, which said that two conference delegates from Uzbekistan were "bribe-takers."

Then Mr Karpov's deputy, Mr Yuri Bondaryev, was also given the floor, attacking authors "who write that everything was extremely bad in the past, and don't see any merits in our history," according to the version reported later by Mr Yuri Sklyarov, head of the party's propaganda department.

On economic reforms there was much wider acceptance of the need for decentralisation and reduce the role of the central planning system in dictating factory production.

But Dr Abalkin was attacked for being too pessimistic about the achievements of perestroika to date, and for apparently saying that its success was impossible in a one-party state - an unlikely statement from a top communist, which did not appear in the first reports.

Dr Abalkin did criticise the idea that the General Secretary of the Communist Party should combine that role with the proposed new executive presidency of the Supreme Soviet, saying it was "unacceptable."

Continued on Page 16

Rocard pledges to stimulate economic growth

BY IAN DAVIDSON IN PARIS

THE NEW French Government will pursue a policy of economic rigour to stimulate faster growth, Mr Michel Rocard, the Prime Minister, yesterday told the National Assembly.

He was making the first policy statement after a reshuffle which brought into Government several non-Socialist politicians and independent figures from outside politics. Key portfolios were left in the hands of the senior Socialists.

Mr Rocard's speech struck a moderate note without making hard commitments or setting hard-and-fast objectives. "I have a reputation for preaching rigour and respect for the necessary economic and financial balances. But rigour will never be either my ambition or my submission: it is there to guide us towards a new rate of economic growth," he said.

The fight against inflation, which owed much to the moderation of wage increases, would not be relaxed.

Yesterday morning, however, the cabinet adopted a 1 per cent increase in the minimum wage, slightly greater than the formal rules would have required. This appeared to be a gesture to the trade unions, overruling the more austere inclinations of Mr Pierre Bergeyrou, the Finance Minister.

Mr Rocard also announced the Government would next week unveil legislation for a wealth tax and for the creation of a minimum income, though he gave no details.

A wealth tax, abolished by the Chirac Government after it returned to power in 1986, became a commitment in the re-election campaign of President Francois Mitterrand. Mr Rocard stressed yesterday the tax would be "a contribution of solidarity, not a revenge against the rich."

"It is a simple question of good sense," he said. "Too heavy a tax would lead to a flight of capital... A purely symbolic, and therefore purely ideological, tax would not produce the necessary revenues."

Newspaper reports suggest that Mr Rocard's preference is for a lighter tax than his predecessor, which was applied to fortunes of over FF4m (\$649,350) and at rates rising from 0.5 to 2 per cent.

The minimum income is expected to provide FF2,000 per month to single people, and FF3,000 to couples, and would be made available to as many as 500,000 people in extreme poverty.

Finally, Mr Rocard enunciated that Mr Rocard's preference is for a target of a single European Community market in 1992, yet tinged with a slight aftertaste of anxiety and nationalism.

"It disturbs those who fear they cannot adapt to it, who fear they have more to lose than to gain, those who are overcome by the poison of corporatism... I am anxious over the difficulties of harmonising taxes, but I am more happy to have a European passport."

"German and Dutch competition worry me, but I am more satisfied by the new prospect of having my sons complete their education at Genoa, Heidelberg, Salamanca or Cambridge," he said.

UK unveils plan to end impasse on Official Secrets Act reform

BY JOHN HUNT AND MICHAEL CASSELL IN LONDON

THE BRITISH Government yesterday unveiled proposals aimed at ending the 20-year political impasse over reforming the widely discredited Section 2 of the Official Secrets Act.

Under the proposals, announced in the House of Commons by Mr Douglas Hurd, the Home Secretary, the "catch-all" provisions of Section 2 will be scrapped and replaced by a more tightly drawn definition of six areas of information whose disclosure will be a criminal offence.

The move means it will no longer be an offence to disclose any official information, however trivial, without authority.

The proposals were generally welcomed by parliamentary members of the ruling Conservative Party, although some backbenchers attacked Mr Hurd for planning to liberalise the secrecy laws in some areas while tightening them up in others.

Mr Richard Shepherd, the Tory backbench member of parliament whose own attempt to reform Section 2 failed earlier this year, attacked the proposals as "liberal and repressive." In an angry speech, he claimed the proposals would extend the law into areas previously not affected, such as publication abroad of material from Britain.

Mr Roy Hattersley, Labour Party shadow Home Secretary, described the proposals as draconian but said that, in respect of the security services, there was still a "catch-all" provision. He claimed "many of the oppressive and authoritarian acts perpetrated by the Government have been justified by invoking the name of the security services."

There was a widespread welcome for the Government's decision to abandon proposals for a controversial system of ministerial certification under which ministers would testify that the disclosure of information was likely to cause serious injury to the national interest.

The proposal was largely responsible for the failure of the Tories' attempt to reform the secrecy laws in 1979. Mr Hurd said the Government was now putting its trust in the impartial determination of a jury.

He said the proposals represented a considered attempt to find the "break the deadlock" surrounding official secrets legislation and formed the basis for a wide measure of agreement in replacing Section 2. The Government intends to introduce revising legislation in the next session of parliament.

The categories which will be protected by the criminal law are security and intelligence, defence, international relations, information obtained in confidence from other governments or international organisations, information useful to criminals, interception of telephone calls, mail and other forms of communication.

Certain classes of information, such as cabinet documents, advice to ministers and economic information will no longer be included in the categories protected by the criminal law.

In most cases, where members of the general public or civil servants are charged, the prosecution will have to prove to the

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Jonas Savimbi's Units rebels face new risk of decoupling from South African allies, Page 16

MOSCOW PARTY CONFERENCE

ROLE OF PARTY AT HEART OF DEBATE

Gorbachev leaves leadership issue in doubt

BY QUENTIN PEEL IN MOSCOW

THE PLANS for separating the functions of the ruling Communist Party and the Soviet state, as set out by Mr Mikhail Gorbachev at his extraordinary party conference in Moscow, still appear to beg key questions, political analysts say.

He has deliberately left open the question of whether the leader of the ruling party should be the same person as the powerful president of the Supreme Soviet, admitting that views are deeply divided.

Most observers believe the presidential job is designed for Mr Gorbachev himself - but that he cannot afford to give up the party leadership unless he is convinced of the success of his own

reforms in restraining its executive powers.

At the heart of the debate remains the role of the ruling party and how, without any external political opposition, it can fail to become a dominating force on all other arms of state and government.

Mr Gorbachev's proposals to bolster the powers of the elected soviets do not, in themselves, appear to go much further than the law states at the moment. He is really proposing that they use the powers to oversee legislation which they are granted.

The differences are not so much constitutional as practical: he is calling for a much smaller, streamlined Supreme Soviet, which would meet much more frequently, with its two chambers given much more clearly defined functions.

One would consider all laws affecting the individual republics, and relations between the nationalities - an acutely sensitive issue in the light of rising nationalism in many outer regions.

The other would consider all union legislation, foreign affairs and the like.

At the lower level of soviets, in cities and districts, he wants them to have bigger budgets - which could certainly give them more real power.

The other key changes in the authority of the soviets would

relate to their election procedure, and their bureaucracies. The former, if it eventually became the norm to have multiple candidate elections, should enhance the prestige of the assembly.

Mr Gorbachev also wants to curb the power of their political executives, the secretariat which in effect dictates all the decisions which the deputies then rubber-stamp.

Here he has proposed a deal which is both ingenious, if it works, and also constitutionally confusing: that the first secretary of the Communist Party at the relevant level - city or district or region - should present himself for election as chairman of the soviet, and abandon his present post as an ex-officio member of the executive committee.

This would do two things, he hopes. It should enhance the authority of the elected body above its own bureaucracy, and mean that party secretaries had to face two democratic hurdles to keep office. If they were rejected by the soviet, Mr Gorbachev says, the party should "draw the necessary conclusion".

However, the implication that a party first secretary can somehow almost by right expect to be chairman of the soviet suggests to some a denial of the very democracy Mr Gorbachev is seeking to revive.

Delegates fear 'backlash' over price rises

BY QUENTIN PEEL

PLANS to reform the fixed price system for basic foodstuffs in the Soviet Union could cause a big popular backlash against perestroika, speakers at the Communist Party conference warned yesterday.

Delegates said this most sensitive aspect of Mr Mikhail Gorbachev's economic reform programme must be tackled with utmost care.

"No mistakes can be made in this field," said D K Motorny, chairman of the Kirov farming co-operative in the Kherson region of the Ukraine. "People assess the results of perestroika, above all, by changes in food supplies and the satisfaction of their vital needs."

There is far more popular support for the other key plans which the Soviet leader is pushing most energetically, including the country-wide introduction of "contract leasing" of farmland by individuals and co-operatives, and a very rapid growth of co-operative enterprises both in light manufacturing and service indus-

tries, and decentralisation of decision-making to individual enterprises.

Price reform was the issue which Mr Gorbachev tackled head-on in his speech, and yet it is the one where he is seeking to do what many economists regard as physically impossible: to raise the very low prices of basic goods, and yet to do so without any effect on living standards.

"Without a pricing reform we shall not be able to create normal relations in the economy," he said, citing as examples the wasteful use of energy, failure to stimulate investment in new technology, and the soaring state budget deficit caused by subsidies to loss-making enterprises.

Then he launched a broadside against the growing murmuring in the party and the press that economic reform can somehow be carried out without real price increases.

"Pricing reform cannot fail to affect retail prices," he said. "Today, the retail price of many food products, notably that of meat and milk, is considerably lower than the actual cost of producing them. The state is compelled to cover this difference. That is not a normal situation. It undermines the incentives for producing these products and gives rise to a wasteful attitude, especially towards bread."

"We know all this perfectly well, comrades. It is absolutely necessary, therefore, to resolve this problem no matter how difficult it may be and no matter what doubts and fears it may create, at first glance."

Then he made his proposal: that all the money spent by the state on price subsidies should be "handed over in full to the population as compensation."

Mr Alexander Yakovlev, key member of the politburo responsible for party propaganda, refused to be drawn on how that might work - whether through wage increases paid through enterprises, or as some form of government grant.

Moreover it is not clear

The delegates: who they are

NEARLY two thirds of the delegates are elected members of party bodies and among them are 627 general secretaries of republican, regional and local parties.

The committee examining the credentials of the 5,000 delegates said almost a third were industrial and one sixth farm workers. A quarter are women.

Among the delegates, all of whom were approved, were scientists, writers, artists and managers of state enterprises or farms. There were also 43 journalists, elected in recognition, Tass said, of the role of the press in promoting Mr Gorbachev's reforms.

The conference is said to have asked the committee to look into allegations in Ogonyok magazine that some delegates from Uzbekistan were under investigation for corruption.

The head of the Uzbek delegation said he was unaware of any wrongdoing.



Mikhail Gorbachev with fellow Politburo members Yegor Ligachev, left, and Alexander Yakovlev, centre, at the party conference yesterday.

Survey shows privileges for the favoured few rankle with public

BY CHARLES HODGSON IN MOSCOW

LONG-FESTERING public grievances over the special privileges enjoyed by Soviet Communist apparatchiki have been brought to the surface by the party conference.

As the conference debate got underway, an opinion poll revealed that almost all those questioned felt that ordinary party workers and bureaucrats had no right to special treatment.

However most respondents accepted that senior political figures, such as politburo members, and military personnel deserved their special privileges on merit. They also considered justifiable special treatment for pensioners, invalids, single mothers and large families.

The poll, carried out by the reforming weekly, Moscow News, revealed the depth of opposition to the system of privileges for party workers, which include well-equipped flats and country dachas, official cars, access to western goods at special closed shops and reserved seats at cinemas and theatres.

Moscow News said that one in three letters it received about the party conference dealt with "social justice" and the privilege system. Other newspapers, including the party daily Pravda, have also aired views on both sides of the argument recently.

Sensitivity to public feeling on the issue has prompted some party organisations at the conference to propose an end to, or a reduction in, special treatment.

One central committee member told the conference that reports of "fantastic" privileges were being deliberately exaggerated and called for open discussion in the press to set the record straight.

The secrecy surrounding who gets what appears to rankle almost as much as the privileges themselves in a society where working the system to the best advantage is widely accepted. Some of those questioned appeared unaware of the benefits enjoyed by party workers, trade unionists, and diplomats.

The poll showed particular opposition to the network of party shops, which stock luxury goods not available to ordinary citizens, and the easy access to entertainment and books.

Over two thirds also objected to party workers enjoying well-built flats in prestige areas and being able to rent state dachas or build their own country homes close to towns.

Hospitals and sanatoria exclusively for use by party leaders also caused particular discontent. Moscow News concluded that people were not so much irritated by the existence of special privileges, but that by virtue of them party leaders had no real idea about the extent of problems facing the man in the street.

The authorities have already reacted to public unease about privileges by restricting access to closed shops and cutting down on the private use of official cars. Ironically, the use of official cars was deemed the least objectionable privilege by the poll respondents, who were almost evenly divided on the issue.

Party chiefs call for ministry to handle nationalist conflict

BY QUENTIN PEEL

THE SOVIET Union should establish a ministry to deal with its increasingly tense inter-ethnic relations, and change the constitution to provide for more national autonomy, the conference was told yesterday.

The proposals were made by three party leaders in republics facing an upsurge in nationalist sentiment - Armenia, Azerbaijan, and the Baltic republic of Latvia.

However there was no overt support for the boundary change demanded by Armenians for the mountain enclave of Nagorno-Karabakh, in Azerbaijan, which wants to join neighbouring Armenia - a move ruled out by Mr Gorbachev.

There was confirmation that the situation in the enclave remains tense, as it does in Armenia itself. Mr Suren Arutunyan, the Armenian party leader said: "We have not yet managed to normalise the situation in the republic. It continues to remain tense. It is now urgently necessary to elaborate new political thinking on the nationalist issue."

The two new leaders of Armenia and Azerbaijan, appointed only weeks ago when the old leaders were unceremoniously dismissed, pledged their determination to resolve the rivalry between their two republics, in spite of recent decisions in which they have taken opposite sides.

Mr Abdurakhman Vezirov, the party leader in Azerbaijan, blamed the failure of the ruling party in the "years of stagnation" for the revolt in Nagorno-Karabakh, where a month-long general strike has paralysed economic activity, caused food rationing, and brought vigilante groups onto the streets. It is not clear whether an attempt to call off the strike this week has succeeded.

Mr Vezirov said there was a need for constitutional change, and a new national body such as a ministry, to mediate in such disputes. The proposal was said by Mr Yuri Sklyarov, the party propaganda chief reporting the conference debate, to have been supported both by Mr Arutunyan and Mr Boris Pugo, party chief in Latvia.

Both Mr Vezirov and Mr Arutunyan blamed the resurgence of nationalism on economic failure - the poor conditions which persisted throughout the Brezhnev years, they said - and arrogant party handling of the Nagorno-Karabakh demands, simmering since the enclave was made part of Azerbaijan in 1923.

"It would be sacrilegious to say perestroika and glasnost are to blame," Mr Arutunyan was reported to have said.

As for Mr Pugo, whose party organisation is facing a strong nationalist movement seeking more independence from Moscow, he rejected outright nationalism, but pleaded for more budgetary authority, and cultural independence, to be granted by the capital.

A major theme in Mr Gorbachev's conference address was the need for more devolution of economic and political power from Moscow, which could go some way towards meeting nationalist demands, although it cannot resolve the clash between Armenia and Azerbaijan. But the party leaders there said it was important that the debate between their republics could now be conducted in the open.

Overhaul of Soviet legal system regarded as a party key issue

BY CHARLES HODGSON IN MOSCOW

PLANS for a radical overhaul of the Soviet legal system to ensure independence of the judiciary and strict presumption of innocence for suspects form one of the key issues to be decided at this week's extraordinary Communist Party conference.

The proposals, outlined by Mr Mikhail Gorbachev in his keynote speech to delegates, also call for better training and pay for lawyers and concentration by the police on crime prevention and maintaining law and order, rather than investigation.

Mr Gorbachev said that the introduction of his economic and social reform programme had "thrown into bold relief the conservatism of our legal system".

Many legal instruments currently in force hindered social development.

Many of the proposals put forward by the Soviet leader have been under public discussion for some months. The criminal code has been amended to give citizens right of redress against unlawful actions by officials. Further legislation extending the right of appeal to official bodies as well as individual bureaucrats, and covering press and information, freedom of conscience and religious association are under consideration.

The new reforms, for which Mr Gorbachev is now seeking party approval, should cover a range of legal standards, particularly those dealing with socialist ownership, planning, economic and labour relations and fiscal and pension rights.

"In renewing our legislation we should unwaveringly observe the principle that everything not prohibited by law is allowed," he said.

One of the main obstacles discouraging people from taking up new opportunities opened by Mr Gorbachev's reforms, particularly in starting up co-operative or individual businesses has been the difficulty of obtaining "No government or party body or individual is above the law".

approval from the authorities. Applicants have been turned down in certain sectors not specifically mentioned in the new legislation.

Stiffer penalties should be imposed for contempt of court and interfering with the course of justice, and prejudice and bias against defendants should be ruled out by strict observance of the principle of "innocent until proven guilty", Mr Gorbachev said.

The state prosecutor's office, which has tended to conduct preliminary investigations, should revert to its intended role of supervising the interpretation and application of the law by judges. Criminal investigations should mostly be carried out by the Interior Ministry investigation service, leaving the police, or militia, to concentrate on crime prevention.

A special programme for training lawyers and legal experts was required, Mr Gorbachev said, particularly as under new self-management rules in industry, enterprises and government ministries were increasingly operating on a contractual basis in links with

each other.

On the wider issue of civil rights, Mr Gorbachev said that his proposals for decentralising decision-making to regional, local and district elected bodies and holding multi-candidate elections by secret ballots should ensure that citizens played a greater role in the nation's political life.

"We cannot accept a stilted attitude on the job, poor discipline at work, inertness and sponging on society," Mr Gorbachev also called for freer expression of public opinion. Freedom of opinion was "a real guarantee that any problem of public interest will be discussed".

He said: "There is no need to fear the novel, unconventional character of some opinions, there is no need to overreact and lapse into extremes at every turn of the debate."

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Emissions rule may raise car prices

BY TIM DICKSON IN BRUSSELS

THE PRICE of some new cars is expected to rise 4.5 per cent after a decision yesterday by European Community Environment Ministers to have exhaust emissions by the early 1990s.

The surprise agreement to endorse the European Commission's original proposal puts into place the second stage of the Community's programme for cleaning up small cars (less than 1.4 litres) and follows last year's accord on emission standards for large and medium-sized vehicles.

It also completes a notable six months for the EC Environment Council, in which new rules have been set for sulphur dioxide from large combustion plants, the Montreal Agreement on action to reduce the production of chlorofluorocarbons (CFCs) has been ratified, the Sevesso directive against accident hazards has been tightened up, and new limits

its been set for dangerous substances in water.

Yesterday's so-called "common position" by Environment Ministers on small cars was only reached after an ill-tempered meeting in Luxembourg was prolonged by the persevering EC Environment Commissioner, Mr Stanley Clinton Davis.

The problem was to find a way through the "blocking minority" of Denmark, the Netherlands, West Germany, and Greece, most of whom wanted to hold out for tougher standards.

In the end, Dr Klaus Topfer, the West German Environment Minister who was also chairman of the meeting, agreed to compromise, provided the door for stricter amendments was kept open.

Under yesterday's deal, cars below 1.4 litres will have to meet

emission standards of 8 grammes per test cycle for a combination of nitrogen oxides and hydrocarbons and 30 grammes per test cycle for carbon monoxide by 1992 in the case of new models (and by 1993 in the case of all new vehicles).

This compares with the "first stage" (to be implemented by 1990/91) of 15 grammes and 45 grammes respectively, with a specific limit of 6 grammes for nitrogen oxides.

The final agreement yesterday was a compromise between those countries such as Britain and France with large motor manufacturing plants which had earlier been holding out for 12 grammes of hydrocarbon and nitrogen oxide, and the hard-liners pushing for 5 grammes.

Mr Ed Nippels, the Dutch Environment Minister, argued for the stricter norm.

Experts say that modern engine technology is sufficient to meet the new standards, but some car makers may be prompted to introduce the catalytic converter.

Yesterday's environment council was unable to agree a declaration on the export of toxic wastes, after a Dutch demand that the Community should ban exports to certain developing countries proved unacceptable to the UK.

The UK's position is that this is a legitimate business, provided it is carefully controlled and the importing country has given its consent.

Ministers effectively encouraged the Commission to continue negotiations under the UN Environment Programme for conclusion of an international convention on toxic wastes.

Bundesbank still seen likely to raise rate

By Andrew Fisher in Frankfurt

THE CONVICTION strengthened in financial markets yesterday that the Bundesbank would raise the West German discount rate at today's council meeting, despite remarks by one of its top officials saying such a move was not a foregone conclusion.

The general expectation is for a rise to 3 per cent from the 2.5 per cent at which the rate has stood since last December.

In anticipation of an increase - some dealers expect an increase to 2.5 per cent - call money rates yesterday inched above the 4.5 per cent Lombard emergency funding rate.

Markets were temporarily confused by the comments of Mr Claus Kessler, a member of the Bundesbank directorate, in a radio interview that a decision to raise the discount rate could not be predetermined and depended on various factors such as exchange rates.

He later said his comments had not been intended to indicate that the Bundesbank would not put up the rate; the decision was still open.



President Mitterrand calls an end to the photo session of the new French Government

France boosts minimum wage

BY GEORGE GRAHAM IN PARIS

THE remodelled government of Mr Michel Rocard has taken one of its first measures with a modest 1 per cent boost to the French minimum wage.

The minimum wage, or Smic, will rise by 28 centimes to FF 28.76 an hour or FF 4,860.44 (\$462) a month.

The 1 per cent increase announced yesterday is mostly made up of 0.6 per cent of automatic indexation, but the government has added an extra bonus for the first time since 1984.

Around 1.5m people, mostly women, are affected by the Smic, which has only kept pace with other salaries in the past two years after gaining ground under the socialist governments between 1981 and 1985.

Mr Rocard said yesterday that the increase was necessary to maintain the purchasing power of the lowest paid.

"It would not have been conceivable for a country like France to pursue its development with a fair sharing, not for our economic growth to be achieved at the expense of the worst paid employees," he said.

The Prime Minister added that no company manager could complain that the small increase accorded was a sign of "laxism".

The Confederation Nationale du Patronat Français, the employers' federation, has complained about the repeated revaluations of the Smic, and has asked for a move to a single

annual review.

The Communist CGT trade union, on the other hand, demands a Smic of FF 6,000.

France's foreign trade deficit shrank in May to FF 1.4bn (\$134m) after seasonal adjustments, the trade ministry announced yesterday.

The May figure, a quarter the size of the shortfall in May 1987, takes France's commercial trade deficit for the first five months of this year to FF 5bn after seasonal adjustments, compared with FF 15.5bn in the same period of 1987.

Exports rose by 3.4 per cent from the previous month to FF 81.9bn while imports rose only 2.3 per cent to FF 83.4bn.

Britain fears aerospace plans could irk US

BY WILLIAM DAWKINS IN LUXEMBOURG

EUROPEAN Community Research Ministers yesterday gave a cool response to outline plans to subsidise aerospace technology. Britain fears the plans might annoy the US, while Ireland is concerned that its neutrality could be compromised.

Paris and Bonn also expressed varying degrees of reservation.

The ministers did, however, give the go-ahead for trans-frontier research ventures worth Ecu 1.76bn (\$1.1bn) over the next four years.

They sank their differences over the allocation of Ecu 735m for research into thermonuclear fusion, potentially cleaner and cheaper than conventional nuclear fission. The differences

had threatened to hold up work at a joint European scientific centre in the UK.

Britain scaled back its earlier demands that a large portion of the cash be held back until after 1992.

However, reservations were expressed over a European Commission plan to spend Ecu 50m over the two years on cross-border research into high-technology aeronautical materials and engines.

Mr Alan Clark, UK Industry Minister, said the scheme appeared like "science fiction" and that the Commission should make better use of existing research projects rather than dreaming up new ones.

Brussels aims to follow the test phase with a much larger five-year programme worth Ecu 500m-Ecu 1bn, and sees it as an attempt to compensate EC civil aircraft makers for the huge defence spin-offs available to their US counterparts.

Ireland fears the scheme might compromise its neutrality because of the spin-offs it could provide for military aeronautics.

"If the Commission wants to get involved in these areas, it should be more aware of people's sensitivities," said an official.

Britain, meanwhile, is worried that the plan might look to the US like a new subsidy to Airbus and so re-open the lingering transatlantic row over aid for the

four-nation consortium, just as that dispute seemed to be settling.

The technology projects accepted yesterday include Ecu 700m for the Community's much-criticised Joint Research Centres, which specialise in nuclear safety and environmental studies. The four centres are to undertake more outside research and improve their management under yesterday's accord.

Ministers also approved projects to apply information technology to learning methods, to promote computerised road traffic control, boost EC work on biotechnology, and to encourage more cross-border co-operation between research scientists.

Stop-gap powers on farm prices

THE EUROPEAN Community's executive commission said yesterday it would assume stop-gap emergency powers to fix certain farm prices until Greek objections to a new package are settled, Renter reports from Brussels.

An official said regulations would be published tomorrow and would apply for a month, principally on cereals and beef.

The official said the Commission aimed "to ensure the smooth functioning of the markets" in the absence of a package deal setting guaranteed prices in 1988-89 for the Community's 10m farmers.

Greece contended in talks this week that a proposed package did not do enough to help its farmers, among the EC's poorest.

Kohl faces inquiry over submarines

BY DAVID GOODHART IN BONN

MR HELMUT KOHL, the West German Chancellor, faces a possible public inquiry into allegations that he lied to a parliamentary committee.

Mr Otto Schily, the lawyer and prominent Green MP, yesterday lodged a formal request for an inquiry with the public prosecutor's office. The charge is that Mr Kohl knew in the summer of 1984 of plans by a state-owned German shipbuilder to provide the South African Government with help in the construction of submarines. Last year he told a

Bundestag committee investigating the deal - in breach of German law and a UN embargo - that he did not hear about it until 1985.

It seems unlikely that Mr Schily has gathered enough evidence to persuade the public prosecutor of the case for an inquiry and this is unlikely to turn into a German frigate or Westland affair. However yesterday Mr Kohl's office was taking the challenge seriously enough to issue a strong denial.

Mr Schily has tried unsuccessfully

twice before to force Mr Kohl to face inquiries, and it seems likely that publicity is the main advantage of trying again. But Mr Schily is a respected lawyer who played a key role over the Flick scandal.

He claims that new evidence in the submarine case has come from the photocopy of a letter sent to the Chancellor by Mr Franz-Josef Strauss, the Bavarian Prime Minister, which was found by members of the new Social Democrat Schleswig-Holstein government.

Community divided over funding for Eureka projects

BY WILLIAM DAWKINS

PLANS FOR the European Community to help out cash-starved international research projects in Eureka, the main European rival to its own technology programme, yesterday opened up divisions between EC governments.

A meeting of the EC's 12 research ministers was unable to decide on European Commission proposals to earmark cash and technical help to boost links with Eureka, the French-inspired collaborative research effort.

Eureka was launched three years ago by 17 European Gov-

ernments as a response to the US Star Wars initiative, but is now short of cash and producing fewer results than expected, say Commission officials.

Britain, Ireland, the Netherlands and the southern member states were yesterday cautious over extending already stretched Commission research cash for Eureka projects that - despite their problems - are designed to be much nearer to producing marketable products than is the case with their strictly early stage EC counterparts. "We

would want to see a clear distinction maintained," said an Irish official.

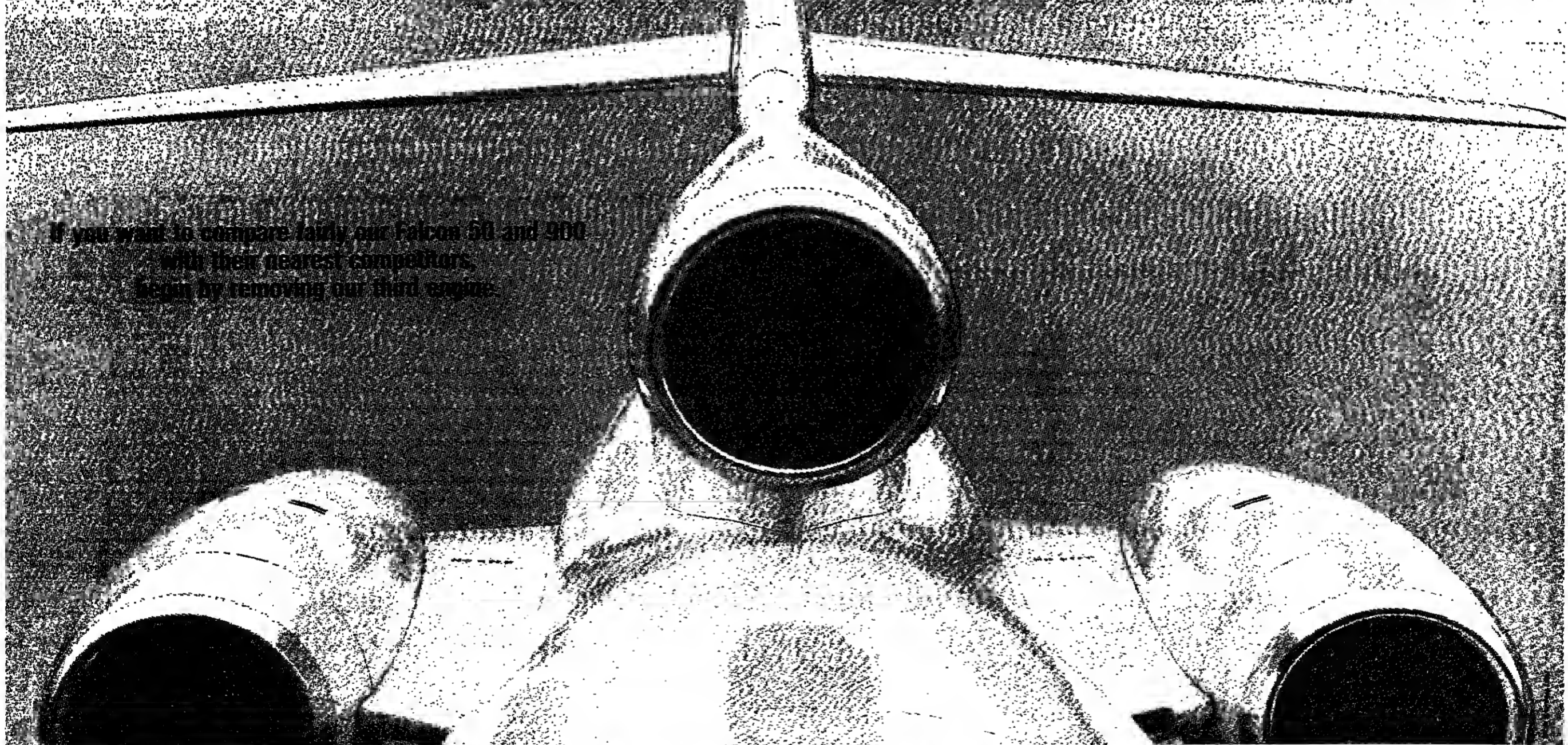
West Germany and France - the main protagonists in Eureka - and Denmark were keen to help on the grounds that both programmes cover similar areas like information technology, telecommunications and industrial automation.

It emerged yesterday that the Commission itself is split, between Mr Jacques Delors, its President, who wants to build close links between EC and

Eureka projects, and a more cautious Mr Karl-Heinz Narjes, the Industry Commissioner.

"We don't want to get involved in the grey area too near the market", said Mr Narjes.

Eureka has so far attracted Ecu 4bn (\$2.64bn) in public and private contributions since its formation in 1985. That compares with the EC's own Ecu 5.2bn research budget - much of which is topped up by a 50 per cent contribution from the industrial beneficiaries - for the next four years.



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Business takes off with Falcon

EUROPEAN NEWS

GROWING TENSION OVER FATE OF MINORITY IN TRANSYLVANIA

Romania's restrictions stir conflict with Hungary

BY LESLIE COLLITT IN EAST BERLIN



Ceausescu: uneasy task

AT THE heart of the escalating tensions between Hungary and Romania lies Transylvania, a fertile region - now Romanian but formerly Hungarian - which for centuries was a bone of contention between the two nations.

Most of the nearly 1.7m ethnic Hungarians in Romania, Europe's largest minority, live in the central plateau of Transylvania. Symbolically ringed by tall mountains separating it from the rest of Romania and Hungary, Transylvania has emotional significance for both countries.

Romanians call it Ardeal. They maintain that it was part of ancient Dacia conquered by the Romans. The Hungarians call it Erdely, and have long considered the region as a cradle of Hungarian culture. It became part of the kingdom of Hungary in 1003.

When Transylvania was reunited with Hungary in 1868, a brutal Magyarisation began of the Romanian population which still touches a raw nerve among Romanians. As Romanians see it, feudal Hungarian land owners in Transylvania terrorised the poor and landless Romanians.

It was the collapse of the Austro-Hungarian Empire in 1918 that led to the transfer of Transylvania to Romania under the Treaty of Trianon in 1919. But to most Hungarians between the two World Wars, Trianon was as synonymous with betrayal.

Hungary under the Regent, Admiral Miklos Horthy, was awash with jingoist talk of "liberating" Transylvania.

President Ceausescu claims a similar anti-Romanian mood is

again being worked up by the Hungarian leadership. But Hungarians have been chastened by their experience in the Second World War when Adolf Hitler gave them Transylvania to hold - for a brief five years. They realised the land of their fathers less than 200km from Hungary's eastern border cannot be regained.

Nevertheless, the Hungarian Consulate in the Transylvanian city of Cluj-Napoca, which has just been ordered closed down by Romania, continued to use the city's Hungarian name, Kolozsvar, when stamping visas into passports.

Visitors to Cluj-Napoca find themselves transported into a Hungary of the past. The city's many Hungarian Catholic and Calvinist churches are packed with worshippers while the Romanian Orthodox Cathedral stands nearby deserted. The city even has a Hungarian opera house along with a Romanian one.

Remarkably, ethnic Hungarians in Transylvania, many of whom are farmers, also make up a considerable part of the professional class. Romanians elsewhere in the country, who endure the worst austerity in Eastern Europe, envy the Transylvanian Hungarians for their higher standard of living.

But this was not enough to stop more than 10,000 ethnic Hungarians from leaving Romania this past year and seeking asylum in Hungary for political and economic reasons.

Gonzalez heads for clash with Spanish courts

BY PETER BRUCE IN MADRID

THE SPANISH Government was yesterday heading for a confrontation with the judiciary after the Director General of police, under orders from the Interior Minister, refused to tell a Central Court judge in Madrid whether a secret Interior Ministry fund had been used to finance clandestine operations against the Basque terrorist organisation, Eta.

The decision to turn down a request for information, announced by Mr Jose Barrionuevo, Interior Minister, on Tuesday, drew sharp fire from the judge and the normally sympathetic national newspaper, El Pais, which called it "a new act of disobedience by the executive towards the judiciary".

The case revolves around the activities of a shadowy organisation called the Grupos Antiterroristas de Liberacion (GAL), which has carried out bombings and shootings against Spanish Basque exiles, mainly in France.

The French Government has recently asked for the extradition of a senior Basque policeman, Superintendent Jose Amedo, on charges of organising the attacks.

Mr Amedo, named as the brains behind GAL by a number of members caught by the Spanish, French and Belgians, claims he is being framed by lawyers.

The Madrid judge, Mr Baltasar Garzon, had asked the Government how Mr Amedo managed, on an official salary of Pta 150,000 a month, to spend Pta 16m in the past few years. Both Mr Amedo and his father have claimed the money was inherited.

GAL is thought to have killed 23 people, and the first important arrests were made after an attack on a bar in Bayonne, France, in 1986. El Pais claimed the instruction not to answer questions about the secret fund had come from Prime Minister Felipe Gonzalez.

Mr Gonzalez's socialist Government, and Mr Barrionuevo in particular, have come under fire this year for failing, apparently, to make any progress towards stop-

ping the war with the Basque separatists. Talks with Eta leaders exiled in Algeria do not seem to have made much headway, and Eta activists have continued to kill people. A senior Spanish property developer, Mr Emiliano Revilla, was kidnapped 125 days ago and has still not been found.

Police have angered residents in Madrid's suburbs by staging large-scale searches.

Mr Gonzalez is in a difficult position. If the Interior Ministry has been funding GAL's secret and illegal war on Eta, Madrid risks alienating France, on which it has relied for help containing the Basque threat in the past three years. The French were instrumental in major arrests of Eta members last year.

The issue also threatens to cloud Franco-Hispano relations generally. Madrid takes over the European Community presidency next January and is supposed from now to be working together with Paris on a wide range of policy issues, as the French will succeed the Spanish presidency.

In addition to the French request for extradition, Interpol has also put out a warrant for Mr Amedo's arrest. The Portuguese Government is also investigating allegations that the superintendent recruited GAL mercenaries in Lisbon.

The Interior Minister, while admitting the existence of the secret fund, has told the court in writing that it is not possible to trace the movements of cash from the fund and that no one in particular is responsible for overseeing it. The ministry claims the judge's call for details about the use of the funds cannot be legally justified.

A Basque separatist guerrilla jumped to his death from an apartment building when cornered by police yesterday, Basque provincial government officials said, Renter reports from Madrid.

Miguel Arrastua Aguirre, 28, jumped 30 ft and died in hospital in nearby San Sebastian.

Group says it killed US attaché in Greece

By Adriana Ierodolascou

A TERRORIST group with a thirteen year record of killings of Americans and Greeks, has claimed responsibility for the assassination on Tuesday of the US defense and naval attaché in Athens.

The attaché was killed driving to work, when a parked car rigged with explosives blew up alongside his own. In a manifesto delivered to the mass circulation Athens daily, Ethnos the November 17 group said the killing was intended to protest the US role in Turkey's 14 year occupation of Cyprus as well as what it considers to be an unacceptable conciliatory Greek government policy towards Turkey.

Greeks blame the US for tolerating the 1967-1974 junta, whose short-lived coup in Cyprus in 1974 led to the Turkish invasion and occupation of part of the island republic.

The key question haunting the Greek authorities one day after the killing was how stage a sophisticated car-bomb operation within a stone's throw of the US attaché's guarded residence.

Italy debates F-16 transfer

THE Italian parliament yesterday began debating relocation in Italy of US F-16 fighter-bombers from Spain in face of fierce opposition from left-wing opposition parties, Renter reports from Rome.

Italy's five-party governing coalition, which has a clear parliamentary majority, approved the transfer of the 72 Nato aircraft earlier this month but the decision resists with parliament. The vote is expected today.

Parliamentary sources said the vote was a foregone conclusion since the coalition was firm on the issue.

Moscow admits violations by subs

By Sara Webb, Stockholm Correspondent

A SOVIET government official has admitted that Soviet submarines were used for reconnaissance purposes in Swedish waters during the 1980s, confirming what the Swedish Defence Ministry has long alleged but has been unable to prove conclusively.

In an interview with Aftonbladet, the Swedish union-controlled evening paper, the unnamed official said Soviet submarines were used to gather information about the Swedish coastline and sea bed in the Baltic and Gulf of Bothnia because of doubts over whether Sweden would remain neutral in event of another war.

"We suspected that Sweden would be forced into Nato or Nato's strategy" in the event of East-West conflict, he said. It was therefore necessary to obtain information about Swedish waters well in advance.

These violations of Swedish waters occurred up to 1985 when Mr Gorbachev came to power, the official told Aftonbladet. He said no further violations had taken place.

But according to Swedish defence staff, foreign submarines have operated in Swedish waters throughout the 1980s.

Anthony McDermott explains why Norway has started to cut down on defence

Thinner line on Nato's northern flank

THE NORWEGIAN government yesterday agreed a five-year defence plan markedly different from previous policies of Nato's northernmost member.

The NKR 101bn (52.9bn) plan, for 1989 to 1993, cuts the rate of growth in defence expenditure from about 3.5 per cent a year during the previous five years to 2 per cent a year or less.

This follows the fall in oil prices, with Norway's earnings from oil exports down from a peak of Nkr 89 bn in 1985 to Nkr 50 bn expected this year.

There is some loss of face in this reduction of the defence growth rate. Norway and Turkey are the only Nato countries to share a border with the Soviet Union. Norway's is 120 miles long and it regards itself as in the frontline. It has been, hitherto, one of the few members of Nato to fulfil its commitment to increases of 3 per cent a year.

Second, there has been a realignment of strategic priorities between the defence of the north and south of the country. This involves greater emphasis on the latter and closer co-operation with West Germany.

This does not mean a lessening of alertness in the north. On the Kola peninsula, the Soviet Union has amassed a formidable array of sea, air and land forces. It has, for example, 11 air bases there and provides facilities for two-thirds of its ballistic submarine force.

If Soviet forces were to attack, according to the calculations of commanders in the north of Nor-

way, they would either sweep round the north to choke off submarine and shipping lanes and/or make a land and air drive across the north of Sweden and Finland. (In the south, an attack would involve moving out of the Baltic Sea, past Denmark to head towards south Norway and the North Sea).

Norway is a large and long country, its land area is as big as that of West Germany, the Netherlands and Denmark put together, but it has a population of only 4.2m. The point is often made that were the North Cape swung round it would end up in Rome.

It has a standing army of 27,500 (to be reduced, under the plan, to 26,150). But with full and swift mobilisation, about 520,000 men can be under arms.

The plan, which is to be debated by the Storting (parliament) in the spring, is not just about making cuts. Rather it aims at rationalising existing resources. Expenditure on equipment, which totalled Nkr 20bn in the 1984-88 plan, will rise to about Nkr 27bn over the next five year period.

Nato's northern flank depends, thus, under normal circumstances on a thin but determined line. Norway's forces in the north

are dedicated to a holding operation in the frozen and thinly-populated three northern provinces, marked by mountains and fjords, until help comes from elsewhere.

The most immediate source would be Norwegian forces from the south and the mobilisation of reserves. In the last 18 months

The plan is not just about making cuts - rather, it aims at rationalising resources

the navy has been mobilised twice on a war footing and last autumn a brigade was without warning ordered to move to the north.

The second source would be Nato allies, chiefly the US, but with backing mainly from Britain, the Netherlands and West Germany.

The efficiency with which this back-up system works has depended on lessons learned from frequent joint manoeuvres in this harsh environment. Manoeuvres they must be, for Norway forbids the permanent stationing of for-

sign troops in peacetime. But after noisy internal debate, the pre-stocking of equipment has gone ahead.

Norway's commitment to Nato, given its shared border with the Soviet Union, has raised additional questions. Its policy has been called one of "deterrence and reassurance". In the former case, it wants to make plain to the Soviet Union that any attack would be fiercely resisted.

But it also aims to reassure the Soviet Union that it has no intention of becoming a springboard for an attack. Thus it does not permit allied exercises in the northernmost province of Finnmark. Nuclear weapons are forbidden on its soil. Oslo vetoed the stationing of US F-16s capable of carrying nuclear weapons.

But while the emphasis on northern defence remains paramount, there has been growing concern about the fate of the south in the event of a thrust by Warsaw Pact countries through what has been wryly called "the central flank" of Europe.

This concern has been deepened by doubts about the solidity of Denmark's commitment to Nato, in spite of the installation of Mr Poul Schluter's government this month. As a result, Norway, bounded by the Soviet Union

Yugoslavia 'in need of urgent reforms'

Delegates at last month's national party conference criticised the ruling Central Committee and demanded replacement of those who have led the country into its worst crisis in history.

Yugoslavia has been grappling with a \$21bn foreign debt and unsuccessful attempts to chop off its 170 per cent inflation. Growing labour unrest is seriously threatening Communist rule in the country.

"Courageous changes, without

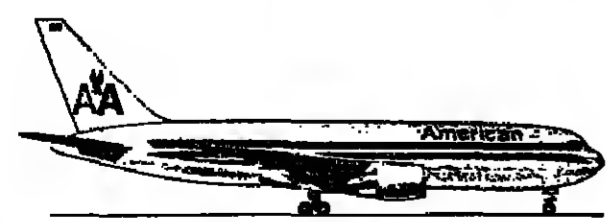
sentimentality or illusions, are imperative, and any delay would be fatal," Mr Krunic said.

He said the economic changes should include an urgent introduction of a market-oriented economy, but added that the state would continue to exercise a measure of control.

"If we allow the uncontrolled functioning of the market, we would face even greater difficulties," Mr Krunic said.

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Dollar's strength against the yen worries Tokyo

BY CARLA RAPOPORT IN TOKYO

JAPANESE economists are concerned that the dollar's rise against the yen could fuel inflation, and they are hoping that the Bank of Japan will intervene to prevent a continued dollar surge.

In his weekly press conference yesterday, Mr Satoshi Sumita, the BoJ Governor, indicated that intervention was a distinct possibility, saying that the central bank will "make an appropriate response depending on future market developments".

Economists in Tokyo yesterday said that the Y135 level is a possible flashpoint for intervention. A rise in the value of the yen from Y125 to Y135, they say, would boost wholesale prices by about 1 per cent. This would raise the prospect of inflation, which in turn, could undermine the Bank of Japan's easy monetary policy and cause interest rates to rise and economic growth to slow.

Mr Sumita's comments, however, came only hours after Mr Kiichi Miyazawa, the Finance Minister, stated that he saw no need for central bank intervention to stop the dollar's climb. Almost immediately after his statement, the dollar rose to a six-month high on the Tokyo currency markets. It later closed off that peak at Y132.4, up Y1.45.

Most economists yesterday agreed that Japan would be happy with the dollar at Y130 and that a further rise could be accepted if it was achieved gradually.

Finance Ministry presses for cut in price of rice

BY IAN RODGER IN TOKYO

JAPAN'S Finance Ministry has fired the first shot in its annual skirmish with the farm sector over the Government's support price for rice. The ministry has indicated that it is looking for a price cut of 5 per cent to Y276.66 (\$2.80) per kilogram.

Last year, it succeeded in winning a 6 per cent reduction, the first cut in more than 30 years in this totally protected market. However, the price is still several times higher than rice prices on world markets, leading to increasingly sharp criticism from both Japanese consumers and some of the country's trading partners.

This year, the outcome is less easy to predict. Certainly, the fundamental factors would point to a further reduction. Costs of imported raw materials for fertilisers and pesticides have been declining sharply in the past



Sumita: 'appropriate response'

year. Also, farm incomes have been rising and rice surpluses are uncomfortably high. However, the decision will have to be made in August just as parliamentary debates on the Government's controversial tax reform plans are expected to get under way.

Officials say the Government may prefer to accommodate the farm lobby rather than face noisy opposition on two issues at the same time. The Finance Ministry and the Ministry of Agriculture meet tomorrow.

The Finance Ministry will argue that it is necessary to continue reducing the wide gap between the domestic rice price and world market prices in the light of the efforts being made around the world to liberalise farm trade. The Agriculture Ministry will acknowledge the argument for a reduction, but will try to keep it to a minimal size.

S Korean labour disputes fail to dent export surge

BY MAGGIE FORD IN SEOUL

LABOUR disputes and currency appreciation have failed to dent the rise in South Korea's trade surplus which registered a 21 per cent increase to \$665m last month.

According to figures released by the Bank of Korea, exports of most items surged, with videotape recorders up 42 per cent, machinery 42 per cent and chemicals 63 per cent compared with the same month last year. Motor exports, the most severely affected by disputes, were down 46 per cent. Total exports for the month totalled \$4.6bn.

The current account surplus managed only a 7 per cent rise for the month to \$822m compared with last year because of higher prices for raw materials and a boost in machinery imports.

The central bank predicted the current account surplus for this year could reach \$10bn, slightly higher than last year's \$9.8bn. Accumulated surplus for the first

five months of this year is at \$4.8bn, 32 per cent up on the same period last year.

South Korea recorded a growth rate of 15 per cent in the first quarter, mainly caused by a surge of export shipments as manufacturers shipped goods before the South Korean currency, the won, appreciated.

Although a number of government institutes have predicted a serious downturn in exports as the currency appreciation begins to bite and companies are affected by labour disputes, the figures for May suggest that the fears may have been overstated.

South Korea is expected to divert grain imports to Australia, Latin America and South-east Asia because of the US drought, the Agriculture Ministry announced. South Korea imported 10.2m tons of grain valued at \$1.1bn last year, 70 per cent of it from the US.

Miners of a golden coast reveal its tarnished face

THE STOMACH Has No Holiday. Chop Bar is a faded blue and pink restaurant at the end of a muddy alley in the southern Ghanaian town of Obuasi. It is a modest place, not much more than a few battered tables and chairs, where single men come to eat meals of pounded yam, steamed maize or cassava. Ask any of its patrons about the restaurant's name and you will receive a simple explanation: despite the fact there is more raw wealth concentrated in Obuasi than in any other town in black Africa, keeping one's belly satisfied here is a relentless task.

Obuasi owes its existence to one thing only: gold. It is home to the Ashanti Goldfields Corporation (AGC) and sits on top of one of the richest concentrations of the yellow metal in the world. Before 1897, the year corporation hearers head-carried 40 tonnes of mining equipment 120 miles along jungle paths from the coast, Obuasi was only a few mud huts, far from the centres of local rule. Here slaves of the Ashantis, the tribal dynasty which made this part of Africa famous as the Gold Coast, chipped away at the ground with primitive picks.

The corporation's 100 sq mile concession around Obuasi was leased from local chiefs for £166 (\$282) pounds annually. The entire Ashanti area was formally annexed to the British Crown three years later following a bloody uprising during which the corporation settlement - transformed into a fortified stockade - was besieged by Ashanti warriors.

beautiful country in West Africa. The hills here are lush and green, and in the drifting mists of early morning it seems a fresh, pleasant place. Behind the mist, however, lies the essential grimness which Obuasi shares with every mining community in the world. Mountains of naked ore tailings built up over the decades dominate the skyline. At the north end of town the iron girders and winding machinery of the pitheads rise gawking into the air. At the south end is the sprawling ore treatment plant, where 8 tonnes of arsenic a day are pumped out into the smoky air. A snaking overhead conveyor belt joins pitheads to plant. It rumbles and grinds above Obuasi's rusty tin roofs 24 hours a day, seven days a week.

Not all of Obuasi is ugly. On the windward side of town is a green hill, where corporation senior staff and expatriates live in spacious bungalows set in woods and flowered gardens. Expatriate social life takes place at the bottom of the hill, where there are a cricket ground, squash and tennis courts, and the inevitable club. Although its polished wood and dark paintings are somewhat tarnished, the aura of colonial leisure has barely faded in the Corporation clubhouse. Clear smoke and the soft snick of billiard balls wait through the air, amateur dramas enliven

Today the Ghanaian Government has a majority holding in the Ashanti goldfield, but the British presence remains strong. AGC is 45 per cent owned by the British multinational Lonrho, which manages it and staffs its senior technical posts with 80 expatriate specialists. Many come from the mining districts of the north of England.

The mile-deep complex is the country's largest single foreign exchange earner (20 per cent) and employs 12,000 miners. Company profits after taxes and royalties exceeded \$4m last year. Obuasi sits in some of the most

the balmy nights in the auditorium, and a sepulchral dining room offers meat, two veg, and jam roll in custard.

Life for the miners is hardly as pleasant. During the past three years, the Corporation has undertaken a major rehabilitation and expansion programme on the strength of foreign loans, and this has included extensive projects to improve miner's standards of living. There are new schools, health clinics, community social centres, and Corporation farms.

One of the World Bank conditions for the advance of AGC's \$160m loan was that a major housing project be undertaken immediately. Only 2,500 AGC miners currently benefit from corporation housing. The rest live in over-crowded slums where

hygiene, running water, and other simple amenities are almost totally lacking. It is not unusual for Obuasi's unscrupulous landlords to house miners six or eight to a room and demand twice each miner's salary in rent.

By Western standards this would not be an outrageous sum. AGC's minimum basic rate, recently raised by 38 per cent, now stands at \$1.07 a day. That the miners are incapable of financing basic needs, despite bonuses, is underlined by their eligibility for the Food and Agriculture Organisation's (FAO) World Food

present, it raises the ceiling well out of reach and protects the walls with metal grills in an attempt to foil miners.

Possession of mercury, an element used in the crude processing of gold from ore, is illegal in Ghana. Smuggled from hospitals and pharmacies, it nonetheless finds its way down into the mine. A thick paste when it combines chemically with gold particles in ore, it finds its way out again in miner's hats, socks, and lower intestines. Despite the batteries of video cameras, metal scanners, and body searches awaiting miners on the surface, gold theft in Ashanti remains a major problem.

Life in Obuasi is difficult and sometimes demeaning, but the town is far from being a gulag. At the last AGC job offer of 30 positions there were more than 1,000 applicants. Behind the harsh conditions is the simple truth that life here, by Ghanaian standards, is not too bad. Outside many Ghanaians, if they find employment at all, are only able to survive on rock-bottom salaries by growing their own food. Here that is not possible, but there is the guarantee of hard work and a monthly paycheck.

Pressure by landlords makes even this gesture inadequate. How, then, do miners make ends meet? The answer is simple: there is little Corporation property in Obuasi which is not literally nailed to the floor or chained to the wall. Barbed wire is draped over buildings of stores and supplies. Barriers, turnstiles, check-points and road-blocks are all part of simply getting around Obuasi.

The most tempting and common object of theft in Obuasi, of course, is gold. Underground, management takes as many precautions as it can. In galleries where visible gold seams are

Nicholas Woodworth in Abidjan describes a small mining town in Ghana where the hardest job is trying to keep the stomach satisfied

Algeria and Libya plan union vote

ALGERIA and Libya have agreed to hold referendums in September on a proposed union of the two states, but its terms will fall short of the original dream of Col Gaddafi, the Libyan leader, of total merger, Reuter reports.

The accord was announced by the official Algerian APS news agency late on Tuesday at the end of a two-day visit by a 150-strong Libyan delegation led by Maj Abdel-Salam Jalloud, Col Gaddafi's second-in-command.

In an interview shortly before the announcement Maj Jalloud said Libya was hoping to create a federation with Algeria. He said Col Gaddafi had modified earlier merger plans to take account of changes in the Arab world.

"We thought that if we were to wait until there are revolutionary regimes that think alike we might waste a lot of time and therefore even hurt the cause of unity," Maj Jalloud said.

The move is the first important step towards creating a union of the five north African Maghreb states. Algeria, Libya, Morocco, Tunisia, and Mauritania held their first summit since independence on June 10 and breathed fresh life into the long-cherished idea. In the past, Col Gaddafi has signed union accords with a number of Arab states, including Egypt, Morocco and Tunisia, which quickly collapsed. His Maghreb partners prefer to think in terms of economic links similar to those of the European Community.

Shultz to return to Middle East

Mr George Shultz, the US Secretary of State, may return to the Middle East next month for his fourth peace mission this year despite the apparent lack of progress, a senior US official said yesterday, Reuter reports from Tel Aviv.

Mr Richard Armacost, the Undersecretary of State, said as he had left Israel after a three-day visit. "We discussed the possibility of a visit by Secretary of State Shultz."

An Israeli official said Mr Shultz was likely to tour Israel, Jordan, Egypt and Syria again in mid-July or early August but cautioned against expecting progress towards peace talks before Israeli and US elections in November.

Malaysia legal storm

A tribunal set up to hear allegations of misbehaviour against the suspended head of Malaysia's judiciary adjourned for a day after his lawyers walked out, Reuter writes from Kuala Lumpur. Raja Aziz Addruse, counsel for Lord President Tan Mohamad Salleh Abbas, applied to the High Court on Tuesday for an order to prohibit the six-member tribunal hearing the allegations against Salleh.

Japan writes off debt

Japan has written off more than \$2bn in loans to Bangladesh, officials said yesterday, Reuter writes from Dhaka. "We have decided to consider the money as grants," a Japanese Embassy official in Dhaka said. Bangladesh expects to spend 23.85 per cent of its foreign exchange earnings in repaying foreign debt during the current financial year.

Budget mistake forces New Zealand into big cost cuts

THE New Zealand Government faces a massive cost cutting exercise and review of revenues in the run up to next month's budget following revelations yesterday that Treasury forecasts are out by NZ\$1.4bn (\$566m).

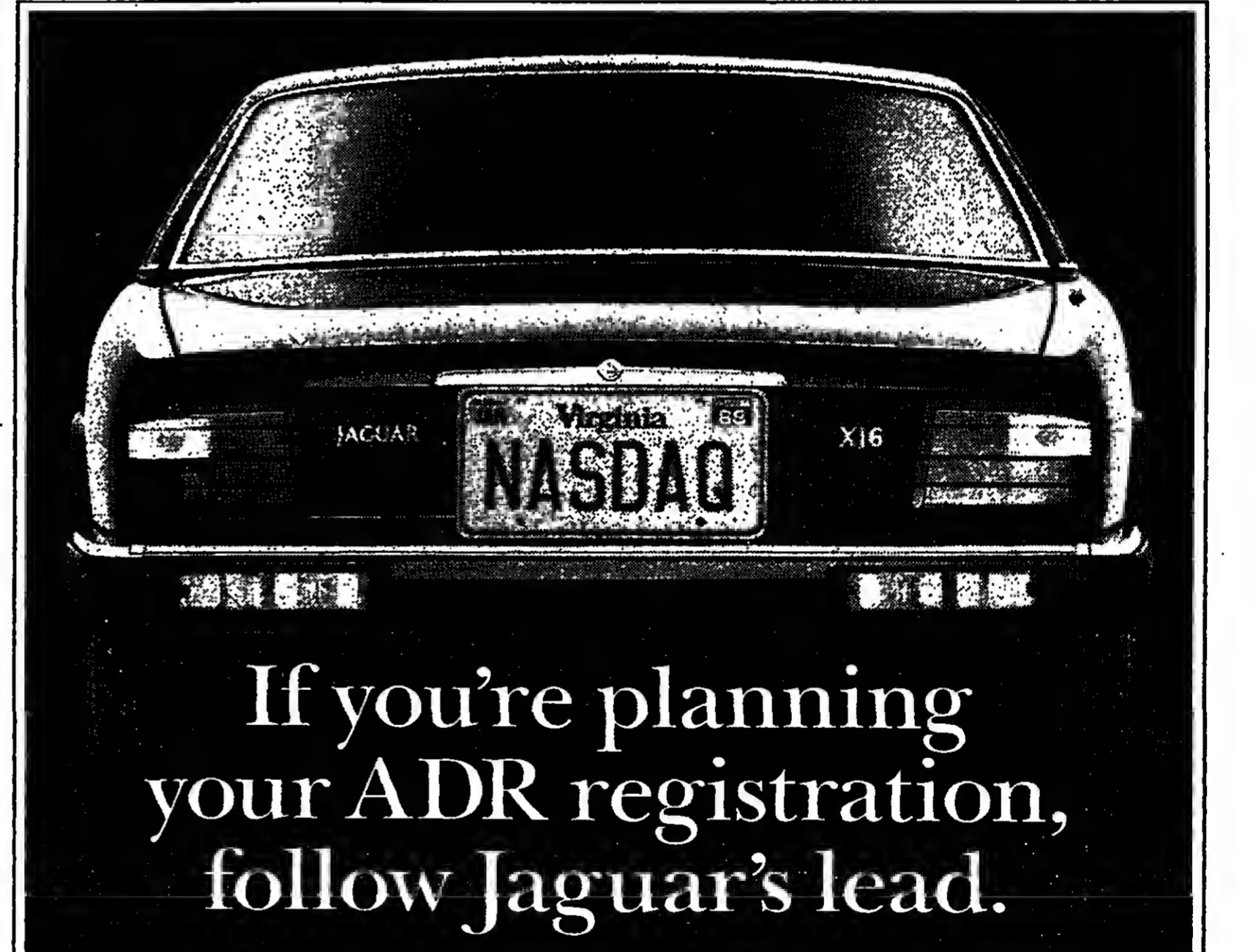
Mr David Lange, the Prime Minister, told the National Press Club in Wellington that the discovery of errors in budget projections meant the forecast for the financial deficit in the year to next March 31 was now NZ\$3.2bn against early estimates of NZ\$1.8bn. The deficit was NZ\$1.3bn (2.2 per cent of GDP) in the year to last March 31. He said the Government was committed to maintaining the

over estimation of revenue in the face of the current economic recession and an under estimation of its expenditure.

He would not comment on whether the budget revision would involve an early introduction of an increase in goods and services tax to 12.5 per cent (against 10 per cent at present) or

a reversal of the plan to reduce personal tax rates to 24 and 33 per cent - from a top rate of 46 per cent - from October 1.

Financial markets reacted with some scepticism to his claims that big cuts in government spending would be achieved without unduly damaging social programmes.



If you're planning your ADR registration, follow Jaguar's lead.

When a company with a heritage like Jaguar's decided to issue ADRs in the US, you might have expected it to head straight for one of the traditional stock exchanges.

Instead, Jaguar chose to go for a listing on NASDAQ - the screen-based market of the National Association of Securities Dealers.

Why?

Was it because NASDAQ is America's fastest-growing stock market and has become - only sixteen years after its launch - the third-largest equities market in the world?

Was it because NASDAQ's electronic technology (so successful that it provided the model for London's new SEAQ system) makes it a highly efficient, liquid and well-regulated market?

Was it because NASDAQ's system of competing market-makers can offer issuers sponsorship, sales support and research coverage - something that cannot be provided by the single specialists on the traditional exchanges?

Or was it even that, since most of NASDAQ's income is derived from the sales of its price quotation

information, introduction and listing costs are a mere fraction of those on other exchanges?

Whatever the reasons, Jaguar is not alone in thinking them compelling ones.

Two out of every three ADRs listed in the US are traded on NASDAQ.

NASDAQ issuers include companies of the calibre of Beecham, Cadbury-Schweppes, Volvo, NEC and Nissan.

And over 1000 US companies who have met the financial requirements for listing on the New York Stock Exchange have chosen to stay with NASDAQ.

For full information on NASDAQ and the advantages it offers European companies seeking wider exposure and access to new capital markets, contact *Lynton Jones, Executive Director Europe, NASDAQ International, 43 London Wall, London EC2M 5TB. Telephone: 01-374 6969 or 4499.*

State Bank of India

State Bank of India announces that its base rate is increased from 9% to 9.5% per annum with effect from June 29, 1988

AMERICAN NEWS

Argentina to resume payments to US banks

By Stephen Fidler, Euromarkets Correspondent
ARGENTINA is expected to resume interest payments to international banks this week in a move which will allow banks in the US to avoid a downgrading of their loans to the country.

Court ruling clears way for prosecution of North

THE US Supreme Court yesterday dealt a major defeat to the Reagan Administration by upholding the independent special prosecutor law inspired by the Watergate scandal and invoked in the Iran-Contra criminal conspiracy case.

Stewart Fleming on the Massachusetts record of Governor Dukakis

Republicans sharpen taxation barbs

ONE week ago today, Governor Michael Dukakis of Massachusetts, the certain Democratic candidate for President, turned to what he himself describes as a "last resort". He approved an increase in taxes to try to balance the prospective \$200m deficit in the state's \$12bn budget.

US indicators confirm trend to slower growth

THE US Government's main economic forecasting gauge, the composite index of leading indicators, dipped 0.1 per cent in May but the change was in line with expectations that the economy would slow towards the end of the year.

Peruvian banker ejected

IN another chapter of Peru's hatched bank nationalisation, Peruvian police forcibly removed the president of the Banco Wiese, a top private bank subject to state takeover, when he returned to his office on Tuesday, writes Barbara Durr in Lima.

Savimbi plea to Congress

MR Jonas Savimbi, the Angolan guerrilla leader, urged Congress to provide more US aid without waiting for the outcome of four-party peace talks between the US, Angola, South Africa and Cuba, writes Lionel Barber in Washington.

Shy Joao plays the same old tune

THE EVENT of the decade in Rio de Janeiro's event-packed musical calendar looks set to be a non-event. Indeed, its very non-occurrence is capturing the headlines.

WORLD TRADE NEWS

Crédit Lyonnais and US group in air lease venture

BY GEORGE GRAHAM IN PARIS
CREDIT Lyonnais, the third largest French bank, and GATX, the US transport and financial group, are to create an aircraft leasing joint venture.

Matra wins Taipei transit contract

BY BOB KING IN TAIPEI
MATRA Transport of France has won a government contract worth \$271m (£150m) to build a medium-capacity transit system in Taipei.

E Germany seeks trade accord with EC

BY DAVID BUCHAN IN BRUSSELS
EAST Germany has told the EC Commission that it would like to negotiate a general trade accord with the Community while maintaining its special trading arrangements with West Germany.

Philips agrees to set up China circuits operation

PHILIPS, the Dutch electronic group, has agreed to set up a joint venture in China to make integrated circuits for the consumer electronics industry.

Recovery in the economy could open vast opportunities, John Murray Brown reports

UK keen to keep hold on Indonesian market

"WE JUST have to hang in there," said a British aid official pressed to explain why after all the difficulties over its first soft loan, the UK was extending a second concessional credit to Indonesia.

Britain in race for Indian rail order

BY JOHN ELLIOTT IN NEW DELHI
A CONSORTIUM of British Rail Engineering and Fiat of Italy is believed to have emerged as the front-runner for a major contract worth over \$200m to supply Indian Railways with technology and components for a new high-speed coach.

Siemens wins Kuwait order

SIEEMENS of West Germany has won a Dinar 15m (£30.6m) contract to build three high-voltage power plants in Kuwait, Reuters reports from Kuwait.

Kinnock rounds on critics with appeal for realism

BY PHILIP BASSETT AND MICHAEL CASSELL

MR NEIL KINNOCK, the opposition Labour Party leader, yesterday firmly reasserted his authority in the party by rounding on his critics and insisting on Labour's need to change to win power.

The attack came in a speech to the annual conference of the National Union of Mineworkers, the president of which, Mr Arthur Scargill, has been foremost among Mr Kinnock's critics over the last few days.

By successfully taking on a bona fide opponent, Mr Kinnock will have sought to quell doubts about the party's direction and his own.

Mr Kinnock and the party left in popularity in the opinion polls when he last made such a forthright attack on his critics at the party conference in Bournemouth in 1985 when he savaged members of the far-left Militant faction within the party and Mr Scargill.

Even though Mr Scargill immediately rounded on Mr Kinnock, describing his speech as contrary to Labour's policy and constitution, Mr Kinnock's supporters were delighted at his performance and at what they saw as its implications for Labour's immediate future.

Mr Kinnock, who before his speech dismissed suggestions that recent events had left him depressed and considering resignation from the job, said afterwards that he had not just been responding to Mr Scargill's speech earlier this week attacking the Labour leadership.

"It was not just against Mr Scargill's speech. It was against a



Kinnock no chasing off into leftist Disneyland

times at general elections, it had a duty to look at itself and review its policies.

Mr Scargill had accused Mr Kinnock of embracing the "malignancy" of realism, of changing policy to suit the favour of the day and the result of the latest opinion poll.

Mr Kinnock denied the charges, saying that some were defeated by election results and looked for refuge in permanent opposition, which was comfortable, cosy, clean and pure and "absolutely powerless".

To applause, Mr Kinnock said: "I won't settle for opposition. The Labour Party won't settle for opposition."

His speech received applause three times as long as Mr Scargill's keynote address and a standing ovation from a handful of NUM delegates.

However, Mr Scargill said the speech would "intensify the difficulties, divisions and problems within the party," and he repeated his own preference for Mr Benn as leader.

But Mr Eric Clarke, Scottish NUM area secretary, said it was a "very courageous speech. He challenged the challengers."

Mr Billy Etherington, a pro-Benn NUM Durham Mechanics delegate, said the speech was mixed: "I got brassed off when he was on about realism."

The NUM is expected today to declare its support for Mr Kinnock in the leadership contest, in spite of Mr Scargill's preference for Mr Benn. However, it is also likely to back Mr John Prescott for the deputy leadership rather than Mr Kinnock's choice of Mr Roy Hattersley.

whole thesis put around the movement which I believe is fundamentally false," Mr Kinnock said. In his 20-minute address, among his shortest, Mr Kinnock eschewed any direct discussion of the defence issue which has dominated Labour's problems over recent weeks and instead tackled the criticisms which have underlain it.

He insisted on the need for "a genuine, apolitical, timeless realism" which recognised the facts of life, rather than chasing off "into some ultra-leftist Disneyland where general strikes and insurrection bring capitalism crashing to the ground."

"That realism said that when a party had been defeated three

INQUIRY INTO BARLOW CLOWES COMPANY SHARE TRANSACTIONS

Stock Exchange probes Ferguson deals

BY RICHARD WATERS

THE STOCK Exchange is understood to have launched an investigation into share dealings in James Ferguson Holdings, the listed parent of the collapsed Barlow Clowes investment empire.

At the same time, liquidators of the Barlow Clowes companies are investigating whether investors' money was used to finance the purchase of shares in the company.

Mr Peter Clowes became chairman of Ferguson, a former knitwear company, in April last year after a reverse takeover of his investment business.

The company was also the former vehicle of Mr Guy Cramer, an associate of Mr Clowes who is alleged by the liquidators to have received £13m of investors' money.

It has already been established that investors' money was used to support a back-to-back loan of

£11m to Ferguson. The dealings under investigation are believed to involve the purchase of nearly 700,000 shares in the company late last year.

The purchases were made by three Gibraltar-based settlements, or trusts. According to the

ongoing inquiry."

He added: "From what he has seen so far he confidently expects to report before Parliament reassembles in the autumn." That is expected to be in the second half of October.

Mr Francis Maude, the corporate affairs minister, said in a parliamentary written answer last night that he had been assured by Sir Godfrey Le Queaux, the independent investigator, that "he will report as soon as is consistent with the completion of a thor-

oughgoing inquiry."

declined to answer a series of parliamentary questions about the events leading up to the collapse of Barlow Clowes, referring to Sir Godfrey's inquiry.

There is, however, considerable unease among MPs on both sides of the House about recent press reports and other disclosures about warnings given to the department both before and after Barlow Clowes was given the status of a licensed deposit-taker in 1985.

have uncovered the purchases while inspecting dealings in Ferguson following the Barlow Clowes collapse.

A spokesman for the Exchange said yesterday that it launches investigations in circumstances where share prices move rapidly, or where there are "other significant circumstances" to put it on alert.

The Gibraltar trusts are believed to mask their true beneficiaries and settlors, making it impossible to tell for or by whom the purchases were undertaken. However, a lawyer involved in the case said that the purchasers' identities would be uncovered soon.

"It's like candyfloss - give it one good lick and it all vanishes," he said, referring to the artificial trust arrangements that had been set up.

Money men soak up cash on the sunshine coast

Richard Waters examines the Gibraltar financial community's lucrative expatriate market



London.

There is also a darker side to Marbella's financial services industry. Operating from a suitably discreet building in the tree-lined Alonzo de Barzan in the heart of town are a series of "boiler room" operations - companies involved in high-pressure telephone selling of shares of negligible value at inflated prices. Their identities are hidden behind anonymous post boxes at the building end attempts to contact them on the telephone or in person prove fruitless.

At least three are believed to operate, or to have operated, from the building in recent months. One appears to have recently moved out of the Edificio Diplomatico; other residents say that the directors' cars, including a Porsche 911 and a Saab Turbo, have not been seen for several weeks.

Mr Joe Batista, head of financial regulation in the colony, is concerned about this abuse of Gibraltar registration. "We consider them to be undesirable," he says of the Marbella-based companies. However, apart from preventing directors of one of the companies from setting up further entities in the colony, he has been powerless to take action.

"We cannot launch any investigations as such," he says. "We need to update our company law first."

exemption in Gibraltar, of which there are now more than 3,000, pay a flat rate of tax of either £200 or £250 a year, regardless of their profits. The marketing, administration and other operations are then located in a rented office along the coast, allowing companies to operate virtually unfettered by regulations or taxes.

The existence of a Spanish wealth tax on the worldwide assets of the country's residents has also encouraged many expatriates to set up their own Gibraltar tax-exempt companies. Properties held by such companies fall outside the scope of the tax.

The emergence of the Costa del Sol market was one of the main reasons for switching the Barlow Clowes operations from Switzerland to the Rock a year ago, says Mr John Perez, the former managing director of Barlow Clowes International (BCI) in the colony. In the event, BCI raised £7m along the coast, as well as £1m in Gibraltar itself.

The Costa financial community is closely knit. Mr Richard Felipe, the BCI sales director responsible for developing the market, left shortly before the collapse to take up a similar job

with American Life, which has just opened in Gibraltar. The expatriate magazines on the coast contain promises of far more than the 9.9 per cent being offered by the BCI gills fund earlier this year. A number of gilt funds offer returns well into double figures: even established names such as TSB, MIM Britania and John Govett advertise 12 per cent or more.

Highest of all, though, is Gibraltar Stockbrokers and Investment Managers, a Gibraltar-registered company operating in Marbella. It advertises a return of 20 per cent a year - an offer bettered only by the man with stumps for legs who sells lottery tickets around the corner in the City's old town.

Mr Cliff Moody, a Briton in his mid 50s, came out of retirement as a pub owner in the UK to launch the company three years ago. He is an old hand in the offshore finance world, having been a director of Slater Walker in the 1960s after he sold his Bahamas investment company to the British group.

Gibraltar Stockbrokers, which operates from a building next to Marbella's bus station, has attracted £2m to its high-income

Nissan exports from UK to rise

BY KEVIN DONE, MOTOR INDUSTRY CORRESPONDENT

Nissan, the Japanese automotive group, is to export around 10,000 cars from its Sunderland assembly plant in north-east England to continental Europe in the last three months of the year.

Exports to European markets of its UK-produced Bluebird models will increase to around one-third of next year's planned production of some 60,000 cars.

Nissan is introducing a second Micra-class model to the Sunderland plant in 1992, and by 1993 the company is planning to increase total output to 200,000 units a year, of which some

100,000 units will be exported to continental Europe.

Nissan said yesterday that its 3,000-strong European dealer network had last year sold some 74,000 Japanese-produced Bluebirds, but that these would be progressively replaced with Sunderland-produced cars in 1989.

Nissan said that it would establish its main export terminal at Teesport, also in the north east, where work will start next month on a new 12-acre site.

The bulk of the cars to be exported to continental Europe will be shipped from Teesport to

the existing Nissan terminal in Amsterdam, although some cars for southern Europe will be shipped from a port on the south coast.

In preparation for the export programme Nissan is adding some 250 new manufacturing jobs within its existing assembly facilities and in the new press, engine and plastic injection shops which are being commissioned this year.

The overall Nissan workforce in Britain will increase to 1,650 by August and is due to rise to around 3,500 by 1992.

THE REEK of money in Marbella, in the heart of Spain's Costa del Sol, is almost as strong as the reek of suntan oil.

In the past couple of years, the coast has become a popular base for assorted investment advisers, brokers and managers - and the marketing hype behind some of the investment vehicles is getting as steamy as the climate.

Depending on which marketing company's figures you believe, there are between 150,000 and 350,000 expatriates living along the coast, which extends in an almost unbroken sandy strip from Malaga to Gibraltar. Most of them are British and they are all well off.

The typical expat on the coast has financial assets of between £100,000 and £200,000, estimates Mr Gwilym Rbys-Jones of Andrew Copeland Insurance Brokers, which set up in Marbella two years ago.

This is the market that has provided the impetus to Gibraltar's emergence as a modest financial centre in its own right. Three years ago, before Spain ended its 16-year blockade of the border, the British colony was a quiet backwater, known in the financial world mainly for its part in the Minet and Signal Life scandals.

Now the colony plays host to many of the companies trying to tap Spain's expatriate community. Companies that obtain tax

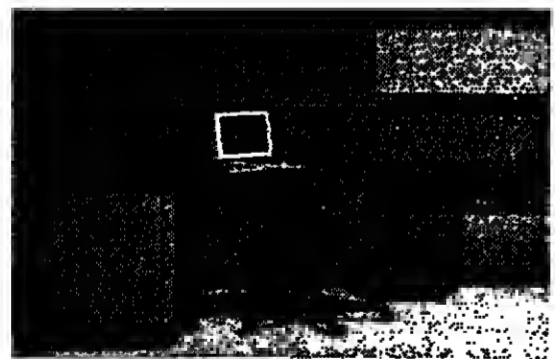
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UK NEWS

Compact disc makers dismiss corrosion fear

BY TERRY DODSWORTH AND PAUL ABRAHAM

A FURIOUS ROW broke out in the compact disc industry yesterday when the established manufacturers closed ranks against claims that the products of this bright new technology might not be as indestructible as at first thought.

This murky blot on the landscape emerged with reports that Nimbus Records, which operates from an elegant country house in Monmouthshire, on the Welsh borders, had found that its discs were susceptible from corrosion caused by the ink used in printing on the casings.

Nimbus, in which Mr Robert Maxwell, the publisher, recently bought a controlling stake, was quoted as saying that it had now solved the problem in time for a relaunch of its discs in the autumn. But its competitors were all furiously asking what the problem was in the first place.

"This is nonsense," said Sony, the Japanese group which helps develop the compact disc technology with Philips of the Netherlands. "We are at a loss to comprehend," said Thorn EMI. "I suppose that if you ran a knife over a disc it would not do it any good, and you might destroy it if you stubbed out your cigar on it. But you could wear your jeans on it without causing any damage."

Nimbus' competitors suggested that the story might have originated in the search for publicity in what is becoming an increasingly competitive industry.

By last night, indeed, the company itself seemed to be backtracking, suggesting in a statement that the report was an "over-simplification."

There could, it repeated, be problems of ageing with compact discs, but Nimbus had "always been a high-quality manufacturer, and we guarantee our discs for a hundred years."

Behind the row are substantial stakes, with the industry now more than doubling every two years in unit output, which reached 180m worldwide last year.

The most authoritative statement on the ageing problem came last night from Mr Serge Du Poix, president of MPO Discs, which has been manufacturing CDs in Western France for several years.

That problem had now been solved. "The public can have confidence about accelerated ageing," he said. "I do not know why Nimbus has said this."

RUC chief will not face disciplinary proceedings

BY OUR BELFAST CORRESPONDENT

SIR JOHN HERMON, Chief Constable of the Royal Ulster Constabulary, and two of his chief officers will not face disciplinary proceedings after allegations that they obstructed the Stalker-Sampson inquiry into allegations that the Ulster police conducted a shoot-to-kill policy in 1982.

The Northern Ireland Police Authority concluded by a majority of one that further investigations were not necessary and that no disciplinary action was needed. The 16-member authority comprises a cross-section of the community appointed by the Northern Ireland Secretary.

The two officers were Mr Michael McAtamney, Deputy Chief Constable, and Mr Trevor Forbes, Assistant Chief Constable.

The authority had considered a report by Sir Philip Myers, an Inspector of Constabulary, about observations made by Mr Colin Sampson, Chief Constable of West Yorkshire, of the role played by the three officers in connection with his and Mr John Stalker's inquiry.

Mr Sampson took over the investigation in May 1986, replacing Mr John Stalker, then Deputy Chief Constable of Greater Manchester. They were investigating the killing of six people by RUC officers.

All-embracing section of secrets law to be abolished

John Hunt explains the proposed legislation

THE CONTROVERSIAL "catch-all" Section Two of the Official Secrets Act will be abolished under the Government's proposals published yesterday. It will be replaced by six clearly defined categories of disclosure for which people may be prosecuted.

Section Two of the 1911 Act was enacted by the Liberal Government of H.H. Asquith to address a circumstance which under the previous, 19th century legislation meant that no penalty could be imposed on the recipient of unauthorised information.

This section has, however, been criticised as too embracing. No detail of official information, however trivial, can be disclosed under Section Two without authorisation, on pain of imprisonment. All civil servants, ministers, members of the armed forces and police officers are bound by the law which would, for instance, make it an offence even to divulge the name in the Ministry of Defence canteen.

Under yesterday's White Paper, or policy document, however, it no longer be an offence merely to receive unauthorised information. Instead, the six categories would cover the type of disclosure likely to be harmful to the public interest. They are: defence; security and intelligence; international relations; information obtained in confidence from other governments or international organisations; information useful to criminals; information about Government interception of telephone calls, mail and other forms of communication.

Certain classes of information, such as cabinet documents, advice to ministers and economic information, will not be specifically protected under the proposed legislation.

The policy document proposes that in some cases the prosecution will have to convince the courts that the breach of security is likely to cause specific harm to the public interest.

However, this will not apply to members of the security and intelligence services, such as MI5 and MI6. In these cases the prosecution would not have to produce evidence of likely damage to the operation of the service.

It will simply be an offence for any serving or former security or intelligence officer to make any disclosure relating to security or intelligence or which purports to be such information "or which is intended to be taken as such."

The Government has rejected suggestions that there should be a general defence that a disclosure was made in the public interest.

Mr Douglas Hurd, the Home Secretary, has also rejected a general defence of prior publication where the defendant could plead that the leaked information had previously been made public.

Marketing of anti-herpes drug may be 2 years behind schedule

BY PETER MARSH

SHAREHOLDERS in Porton International, a British biotechnology company which has raised £76m from leading financial institutions, are likely to be told today that the development of an anti-herpes medication, one of the company's most promising potential products, is two years behind schedule.

The five-year-old company, which today holds its annual meeting in London, is backed by one of the largest amounts of funding obtained privately for a biotechnology company in either the US or Europe.

Porton recently recruited as chief operating officer Mr John Burke, one of Britain's most highly regarded pharmaceutical executives who was previously chairman of the UK operations of Glaxo, the country's biggest drugs company.

Porton, which last year had annual sales of about £13m, has attracted attention not only because of the size of its funding. It has a reputation among some City of London analysts for giving few details of its activities that could enable them to evaluate the worth of the company.

Mr Wensley Haydon-Baillie, chairman and founder of Porton, said the company did not go out of its way to seek publicity. "We keep people informed who need to be informed," he said.

Among Porton's most potentially lucrative products is a combined vaccine and drug for herpes, a condition that affects some 25m people in the US and can be a precursor to AIDS.

According to Dr Zsolt Harsanyi, Porton's joint chief executive, the company hopes to be selling the product in 1990, two years behind schedule.

This may disappoint some shareholders who had expected the product - which has potential sales in the 1990s, according to some analysts, of hundreds of millions of dollars a year - to come to the market sooner.

Dr Harsanyi said clinical trials of the medication were proceeding in three centres in the US and preliminary results had been promising.

Mr Haydon-Baillie has been a key player in raising money for Porton from financial institutions such as Legal & General, Sun Life, Lloyds Bank, Friends' Provident and the pension funds of British Telecom, Barclays Bank, Imperial Chemical Industries and the Post Office.

Mr Haydon-Baillie, who is also chairman of Optical & Medical International, a publicly-quoted electro-optics company, has already made a large personal gain from Porton. In December 1986, he sold for about £24m a block of some 300,000 shares in Porton which he owned to a group of financial institutions.

The chairman still owns roughly 35 per cent of the company, which has 400 employees - roughly two thirds in Britain and the rest largely in the US - who work for 22 subsidiaries.

Other individuals, including company directors, own 11 per cent of the Porton shares, with the balance by financial institutions.

About half the company's revenue comes from products such as fermenters, instruments and drugs obtained from blood. The rest comes from services in areas such as consultancy.

The company is also working on a project for the US Defence Department to devise a vaccine against botulism, a bacteria-spread disease which could be promulgated by chemical warfare.

Other products in the company's development pipeline include anti-viral drugs and naturally occurring proteins which could be used to treat certain types of ailment.

Boom in building lays firm base for cement industry

BY ANDREW TAYLOR

THE EXTENT of the recovery in Britain's cement industry can be seen from the country's biggest manufacturer talks of reopening two of its kilns and says it has been forced to import small amounts of cement from the continent this year to meet sharply rising demand from construction companies.

Blue Circle, which manufactures just over half of the 14m tonnes of cement sold in Britain, also announced on Tuesday that it was increasing its prices by about 5 to 6 per cent from August.

Britain's two other cement manufacturers Rugby Group and Castle Cement had announced similar price rises just a few weeks earlier. Blue Circle said it was the first time for three years that a price increase had been announced by all three companies.

The fact that the price increase looks like sticking is another example of how the outlook for the cement industry has changed in a very short time.

Only last August, Blue Circle lost some of its market share when it tried to raise its prices by about 2 per cent and Rugby and Castle did not follow suit. The group says it has since regained most, if not all, of the lost ground.

Since 1970, the number of British cement factories has fallen from 47 to around 20. The industry's workforce has more than halved since 1974 and cement sales have fallen from an average of 17.5m tonnes between 1968 and 1972 to around 14m tonnes last year.

It was only 2 1/2 years ago that Blue Circle announced it was making a further 2,000 workers redundant in the next phase of the group's long-term strategy to improve profitability and reduce over-capacity.

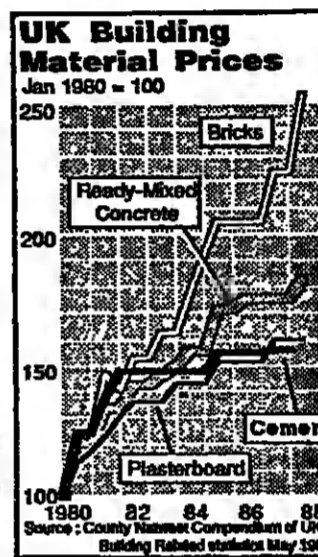
Cement sales in Britain, however, are thought to have risen by about 4 1/2 per cent last year. A further increase of perhaps as much as a tenth is forecast for this year. Cement companies have also begun to benefit from higher efficiency.

Most brokers, therefore, expect a large part of the price increases announced by cement companies to work through to improved profits - despite assertions from the manufacturers that the rises were needed to offset increased costs.

Blue Circle's share price after its price rise announcement on Tuesday increased by 14p to 435p as brokers' analysts upgraded forecasts for the group.

The main reason for the improvement in cement companies' fortunes can be found on building sites particularly in southern England where construction output has continued to surge.

Construction output in Britain last year rose to its highest level for 15 years. Output increased by



Law society warns of solicitors shortage

IN BRIEF

The solicitors' profession is facing a recruitment crisis, even though more new entrants are being trained than ever, writes Raymond Hughes, the Law Society, the profession's governing body, cited social, economic and political changes - in particular increased home ownership and the increasing complexity of the law in many fields as contributing to the explosion in demand.

Firms throughout the country are finding it difficult to recruit qualified solicitors, notably in economically depressed areas and the less fashionable towns in the South East.

There are now almost 50,000 solicitors in private practice in England and Wales, about 20 per cent of them women. About 3,000 new entrants - more than half of them women - are now being admitted into the profession each year. The Law Society estimates that that figure needs to double if current demand is to be met.

Scots growth rate 'to catch up UK'

The Scottish economy is likely to grow at about the same rate as the rest of the UK in 1988 after two years in which it has performed much worse, said the Fraser Alexander Institute.

The Institute raised its forecast GDP growth for Scotland to 3.2 per cent from 2.9 per cent. It also found recent government statistics showed industrial production in Scotland grew by 5 per cent in the last quarter of 1987 against just 0.7 per cent in the UK as a whole.

Appliance sales up

UK kitchen appliance makers last year recovered ground they had lost to importers, said Amica, the industry association. Their 59 per cent share of the automatic washing machine market was the best since the 1970s.

British manufacturers outperformed the market, with the value of domestic production at present prices rising 16 per cent to £1.54bn. Exports rose 40 per cent to £282m, but imports by only 1.6 per cent to £945m.

Air rules challenge

Charter airlines have won the backing of MPs in seeking a relaxation of night flying rules at Gatwick airport, London's second, so that delayed jets can fly later and thus ease congestion.

Telephone checks

Metering and billing systems of British Telecom and Mercury, the two UK licensed telephone companies, are to be monitored independently, Ofcom said. The industry's watchdog was responding to widespread criticism last year of inaccurate telephone bills.

Bottler bought

Burn Stewart family whiskey blender and bottler, has been bought by a combination of a management buy-in and buy-out funded by Murray Johnstone, Glasgow fund managers, and Charterhouse Development Capital. No price was disclosed but the package is understood to be about £10m.

Poster sites sold

MAI, financial services and poster advertising group, agreed to dispose of about 2,000 roadside poster sites by November 25 this year in line with a Monopolies and Mergers Commission ruling late last year. MMC ruled that MAI's takeover of London & Continental would otherwise be against the public interest.

Society rules

Draft regulations governing the conversion of building societies, home loan institutions, into public companies are to be laid before Parliament early next month, for passage before the summer recess rather than in autumn as had been expected.

Lloyd's to see cut in membership

By Richard Waters

THE NUMBER of individual members of Lloyd's, the London insurance market, looks set to fall this year for the first time in nearly 20 years.

The decline is being brought about by a downturn in the level of insurance business being written, reflecting greater competition in the markets in which Lloyd's operates.

"The improving results of the past few years have encouraged an increase in capacity, not only in Lloyd's but worldwide, and this has led to pressure on premiums and hence reduced capacity utilisation," said Mr Murray Lawrence, chairman of Lloyd's, in his address to the annual meeting of members yesterday.

At present Lloyd's members, who accept unlimited liability when joining the market, have only accepted around 60 per cent of the business they are allowed to undertake, said Mr Lawrence.

This is one partly to competition, and partly to the strength of the pound, he said. Since 70 per cent of Lloyd's business is conducted in US dollars but its members' limits are expressed in sterling, a strong pound increases the capacity of members to accept new business.

The market has little room for new members. Only 805 applications have been received so far this year, compared with 1,700 at this stage last year. Others who would like to join have been told that there is no room for them, said Mr Miller.

While applications have fallen, resignations have increased. So far this year 450 members have resigned, compared with the 170 resignations at the same time last year. The increase largely arises from concern about highly publicised underwriting losses.

A Nation and the World congratulate a pilot, an airline and a government...

"Captain Subhi Yousef has proven himself to be a man of unusual courage and calm."

Peter Jennings
ABC World News Tonight
United States



pilot, airline or nation has suffered a more severe test than in recent weeks.

Operating an international airline carrying millions of passengers demands the highest standards of training and many years of experience. Inevitably, there are occasions when training and experience are put to the severest test. And it is on such an occasion that the world pronounces its judgement.

Every airline in the world risks the attentions of terrorists and no

Yousef and his crew but also extend our gratitude to Kuwait Airways crews everywhere around the world for maintaining such exemplary standards. We are proud of you.

The world's media has saluted the courage and resolution of our people and we join them in congratulating our pilot and our Government for making the world a safer place.

We gratefully acknowledge the courage and dedication of Captain



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By: Chase Manhattan Bank
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New York, N.Y. 10038
June 30, 1988

Companies 'effectively dead' after failing to exploit IT

BY ALAN CANE

A SIGNIFICANT proportion of US and European companies were already effectively dead without realising it because of a failure to exploit information technology (IT), a leading US academic claimed in London yesterday.

Professor Michael Scott Morton of the Sloan School of Management at the Massachusetts Institute of Technology (MIT), gave a warning that a sharp divide had already opened up between the small number of companies who were successful users of IT and the rest.

In any single industry sector such as financial services or travel it had proved impossible to show on balance that it had had any noticeable impact on productivity, implying a kind of equilibrium between a small number of companies successfully using IT

to boost their performance and a larger number whose competitiveness was gradually eroding away.

Prof Scott Morton was giving the first findings from the \$5m five-year "Management in the 1990s" programme which has been running at MIT since 1984. It is funded by 10 companies including General Motors, British Petroleum, American Express and International Computers.

Among his conclusions, which he said most companies would find unpleasant and hard to take on board, were:

- Companies have to rethink their entire strategy to get advantage from IT. Those who simply spend money to impose computer technology on top of their existing practices would gain minimal benefits.
- There was no single example

of a company which had derived sustainable competitive advantage through the use of IT. Effective use of IT had become a competitive necessity rather than a way of secure competitive advantage.

- Companies which were successful in the use of IT forged partnerships at senior planning level between people who understood the technology and those who understood the business.
- He agreed most companies in the 1990s would have to think hard, plan cleverly and spend prodigiously on IT simply to keep pace with the competition. If they did not they would find themselves "dead in the water". With luck or judgment they might find themselves with real, but short-lived competitive advantage.

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A 386 P.C.

It can offer the full benefits of both MS OS/2 and MS DOS allowing you to exploit new software developments as they become available.

It will run 32 bit software - something no 286 based computer can do.

And it's all wrapped up in a new slimline design.

For a little more than the price of a top of the range 286, the price is pretty slimline too.

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LAW

An ambiguous victory for the small brokerage client

By Leo Herzal and Daniel Harris

THE IDEA that there is an inalienable right to litigate in the courts is deeply imbedded in American society. It is an issue on which the political right and left agree. And, despite big business protestations to the contrary, when we watch behaviour instead of talk, it is also an issue on which rich and poor agree.

This is a step in the wrong direction. Litigation in America is usually slow and very expensive. Stock exchange arbitration programmes appear to have worked remarkably well in settling disputes between market participants efficiently. Arbitration is relatively quick and informal, and legal expenses are therefore much smaller.

On average, New York Stock Exchange arbitrations that go to hearing are resolved within three months of filing; the median is six to eight months and the median hearing length is approximately one day. By contrast, the median time to verdict for federal civil cases is 20 months (in some districts much longer) with an additional 10-3 months for a decision on appeal. The median time for a jury trial in securities and commodities cases is four to nine days.

While arbitration awards are not as generous as some jury verdicts, there is no evidence that they are inaccurate or that arbitrators are biased against customers. In nearly half the New York Stock Exchange cases there is a favourable outcome for the customer. Besides, as the Supreme Court pointed out in the Shearson case, the SEC has the authority to mandate any stock exchange arbitration rules it deems necessary (including rules governing the selection and training of arbitrators) to assure fairness or protect statutory rights.

Substituting litigation for arbitration would impose significant additional costs on the securities industry. The stock exchanges handle hundreds of thousands of trades every day. Customer losses caused by the sharp up and down of the stock market are easy to blame on bad advice. This makes securities firms particularly tempting targets for litigation. Jury trials are a perilous undertaking for any deep pocket defendant. Jurors tend to sympathise with the economic underdog and are often exceedingly generous in awarding damages. Only this June, for example, a Kentucky jury ordered Ashland Oil Inc. to pay \$70m for wrongfully discharging two executives.

Because stock exchange rules already give the customer the right to arbitration after there is a dispute, customers would have no incentive to sign such agreements if the broker could not make it a condition of opening an account.

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On average, New York Stock Exchange arbitrations that go to hearing are resolved within three months of filing; the median is six to eight months and the median hearing length is approximately one day. By contrast, the median time to verdict for federal civil cases is 20 months (in some districts much longer) with an additional 10-3 months for a decision on appeal. The median time for a jury trial in securities and commodities cases is four to nine days.

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Substituting litigation for arbitration would impose significant additional costs on the securities industry. The stock exchanges handle hundreds of thousands of trades every day. Customer losses caused by the sharp up and down of the stock market are easy to blame on bad advice. This makes securities firms particularly tempting targets for litigation. Jury trials are a perilous undertaking for any deep pocket defendant. Jurors tend to sympathise with the economic underdog and are often exceedingly generous in awarding damages. Only this June, for example, a Kentucky jury ordered Ashland Oil Inc. to pay \$70m for wrongfully discharging two executives.

If pre-dispute arbitration agreements become illegal, brokers who do business with small customers will have to pay much more in legal fees, settlements and judgments. This would benefit some litigious customers with large claims and their lawyers. But in the long run small customers as a whole would either have to pick up the additional cost in the form of higher prices or become uneconomic. Small brokerage customers are already in peril of being declared uneconomic.

One rationale for the SEC proposal is that customers have sometimes to be dragged screaming and kicking into arbitration. But that says more about the opportunistic behaviour of litigants than it does about the fairness of arbitration agreements. Even if arbitration procedures and outcomes were perfectly fair, it would be likely that one party would prefer litigation once a dispute arises. A plaintiff with a potentially large claim may want to gamble on a very large jury verdict. An aggressive defendant may hope to stall the case and wear down the plaintiff through expensive pre-trial discovery and legal motions. However, the possibility of after-the-fact arbitration agreements illegal.

The two-faced attitude of the brokerage industry on the subject does not make it easy to defend compulsory arbitration clauses. After a dispute has arisen, when it suits them, brokers appear to feel free to attack these clauses in the courts. Recently, an outraged US Court of Appeals in Chicago imposed sanctions on PaineWebber for trying to evade an arbitration clause by litigating in the courts.

One reason why SEC Chairman David Ruder favours the proposal is because securities firms are not as insistent on arbitration clauses in contracts with institutional investors. But discounts and other advantages for large volume purchasers are common throughout the economy. They are usually economically justified because of the seller's reduced transaction and administrative costs. If some institutional investors choose to take their volume discounts in the form of litigation options, it is hard to see why small investors or the SEC should care. Moreover, litigation by institutional investors is not

as threatening to brokers. Because they are larger and more sophisticated, institutional investors are less likely to win large sympathy jury verdicts. And since they are repeat players in the securities industry, institutional investors are less likely to bring unreasonable claims or to take unreasonable positions in settlement negotiations.

The SEC staff's rationale for the proposal is that the prevalence of arbitration clauses (they are standard for over 90 per cent of the industry) shows that customers are forced to sign. But some firms do offer small investors brokerage contracts without arbitration agreements. More firms would probably follow suit if there were any significant demand. The prevalence of arbitration clauses probably indicates that very few customers care enough about litigation options before there is a dispute to make them a factor in selecting their broker or to pay more for them.

The precise impact of the SEC proposal is impossible to calculate today. (1) The SEC action is described in 20 Sec. Reg. L. Rep. 832-834 (June 3, 1988). A copy of the draft bill is in the possession of the authors and is available upon request at Mayer, Brown & Platt in London. (2) 107 S. Ct. 2332 (1987). Herzel Arbitration Clause as Protection Against RICO Litigation, Financial Times, July 3, 1987. (3) By contrast, the courts are trying very hard to make arbitration effective. The Court of Appeals for the Fifth Circuit in Rodriguez de Quijas v Shearson/Lehman Brothers Inc. Nos. 87-2888-2891 (May 31, 1988) held that a pre-dispute arbitration clause was enforceable with regard to a claim under the Securities Act of 1933. The McMahon case, note 2 above, dealt with a claim under the Securities Exchange Act of 1934 and RICO. (4) PaineWebber Incorporated v Farnam, 843 F.2d 1050 (7th Cir. 1988). The Court observed: "The securities industry insists that its customers sign arbitration agreements, which the Supreme Court has sustained in part on the premise that it is desirable to have a cheap, quick method to deal with the disputes (many too small to justify full scale litigation) this industry produces". At p.1052.

Leo Herzal and Daniel Harris are partners in the Chicago law office of Mayer, Brown & Platt.

BANK OF IRELAND BASE RATE

Bank of Ireland announces that with effect from close of business on 30 June 1988 its Base Rate is increased from 8.50% to 9.50% p.a.



Area Office 36 Queen St London EC4R 1BN

U.S. \$500,000,000 The Republic of Italy

Floating Rate Notes due 2005. In accordance with the provisions of the Notes, notices is hereby given that for the interest period from June 30, 1988 to July 29, 1988, the Notes will carry an interest rate of 7 1/8% per annum. The interest payable on the relevant interest payment date, July 29, 1988, will be U.S. \$65,94 per U.S. \$10,000 nominal amount of Securit (Coupon No. 35) or Registered form and U.S. \$1,598.52 per U.S. \$250,000 denomination in Bearer form (Coupon No. 35).

U.S. \$100,000,000 National Bank of Detroit

Floating Rate Subordinated Capital Notes due 1996. Notice is hereby given that in respect of the interest period from June 30, 1988 to September 30, 1988, the Notes will carry an interest rate of 9% per annum. The coupon amount payable on September 30, 1988 will be U.S. \$204.44 per U.S. \$100,000 Note.

15th October 1988 Redemption

European Economic Community

U.S. \$ 25 000 000 17% Bonds Due 15th October 1993

Drawing of Bonds

Notice is hereby given that a drawing of Bonds of the above issue took place on 8th June 1988 attended by Mr. Frank Baden, notary, when 1110 Bonds of U.S. \$ 1000 nominal amount and 164 Bonds of U.S. \$ 10 000 nominal amount for a total of U.S. \$ 2 750 000 principal amount were drawn for redemption at par on 15th October 1988 from which date all interest will cease. The following are the numbers of the Bonds drawn:

Table with columns of bond numbers and denominations (e.g., 000005 000013 000020 000021).

Table with columns of bond numbers and denominations (e.g., 306797 026390 006432 006437).

The above Bonds may be presented for payment of the proceeds of redemption at par on or after 15th October 1988 at the offices of the paying agents named on the coupons in the manner specified in condition 4 of the terms and conditions of the Bonds printed on the reverse of the Bonds.

Principal Paying Agent: Union Bank of Switzerland, Bahnhofstrasse 45 - CH 8021 Zurich - Switzerland

Lloyds Bank Base Rate.

Lloyds Bank Plc has increased its Base Rate from 9.0 per cent to 9.5 per cent p.a. with effect from Wednesday 29 June 1988.

All facilities (including regulated consumer credit agreements) with a rate of interest linked to Lloyds Bank Base Rate will be varied accordingly.

The change in Base Rate will also be applied from the same date by the United Kingdom branch of The National Bank of New Zealand Limited.



THE THOROUGHbred BANK.

Lloyds Bank Plc, 71 Lombard Street, London EC3P 3BS.

GRANVILLE SPONSORED SECURITIES

Table with columns: High Low, Company, Price, Change, Div (%), Yld (%), P/E. Lists various securities like 230 185 Am. Intl. Ltd. Ordinary.

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NOTICE TO THE HOLDERS OF

Sumitomo Chemical Company, Limited

Bearer Warrants to subscribe up to ¥30,490,000,000 for shares of common stock of the Company (the "Warrants")

Pursuant to Clause 4 of the Instrument relating to the above Warrants, notice is hereby given as follows:

- 1. On 31st May, 1988, the Board of Directors of the Company resolved to make an issue of new shares of common stock of the Company by way of free distribution to shareholders of record as at 3.00 p.m. on 30th June, 1988. 2. As a result of such issue, the Subscription Price relating to the Warrants will be adjusted in accordance with Condition 7(A) of the Terms and Conditions of the Warrants and Clause 3 of the Instrument, effective as from 1st July, 1988. Japan time. The Subscription Price in effect prior to such adjustment is Yen 809 and the adjusted Subscription Price will be Yen 785.40.

Sumitomo Chemical Company, Limited By: Sumitomo Bank, Limited, as Principal Paying, Warrant and Replacement Agent. Dated: 30th June, 1988

bank leumi (uk) plc Base Rate

Bank Leumi (UK) plc announces that with effect from Wednesday 29th June 1988 its base rate for lending is increased from 9 per cent per annum to 9 1/2 per cent per annum.

bank leumi בנק לאומי

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NOTICE OF COMPLETION OF MERGER

Bearer Warrants to subscribe up to ¥15,470,000,000 for shares of the common stock of

MATSUSHITA ELECTRIC TRADING CO., LTD.

(Now merged into MATSUSHITA ELECTRIC INDUSTRIAL CO., LTD.)

Reference is made to the Notice Concerning Merger dated 9th February, 1988 published by Matsushita Electric Trading Co., Ltd. ("MET"), a Japanese corporation, with respect to Bearer Warrants to subscribe up to ¥15,470,000,000 for shares of the common stock of MET, which informed the holders of the said Warrants of the merger of MET into Matsushita Electric Industrial Co., Ltd. ("MEI"), also a Japanese corporation. The terms of the said Notice, were that MEI should succeed to all the business, assets, rights and obligations of MET and after the merger the holders of the said Warrants would become entitled to subscribe for shares of the common stock of MEI having a par value of ¥50 per share by exercising their Warrants, but that there would be no adjustment in the subscription price applicable to the Warrants as a result of the merger.

Pursuant to the laws and regulations of Japan, the above merger became effective as of 30th June, 1988 and the holders of the said Warrants are now entitled to subscribe for shares of the common stock of MEI having a par value of ¥50 per share and should note that in all other respects MEI is substituted for MET under the Warrants and the Instrument under and pursuant to which the Warrants have been issued and are outstanding.

Matsushita Electric Industrial Co., Ltd. Dated: 30th June, 1988

THE PILOT fish leads a precarious existence. Swimming gaily under the shark's nose - a habit which earned it its name as a supposed pathfinder - it thrives on the leftovers from its travelling companion's lunch.

Accidents can happen to the less nimble or the more presumptuous fishes, but the relationship is broadly stable, even though ultimately the balance of benefit is tipped generously on the side of the small fry.

A similar connection has developed between the big fish and the tiddlers of the kitchen appliance industry. The overall market is dominated by leading names which can supply the increasingly concentrated retail business with a full range of white goods from one central buying point. Their heavy advertising budgets which live on consumer interest in all appliances help to create an environment in which smaller companies can prosper.

There are, of course, conditions. The little fish must be careful not to compete head-on; they must keep pace with product and market development - and it is important for them to remember who's buying lunch.

The depleted ranks of the British goods industry contain several companies which successfully live with these rules, even occasionally bending them.

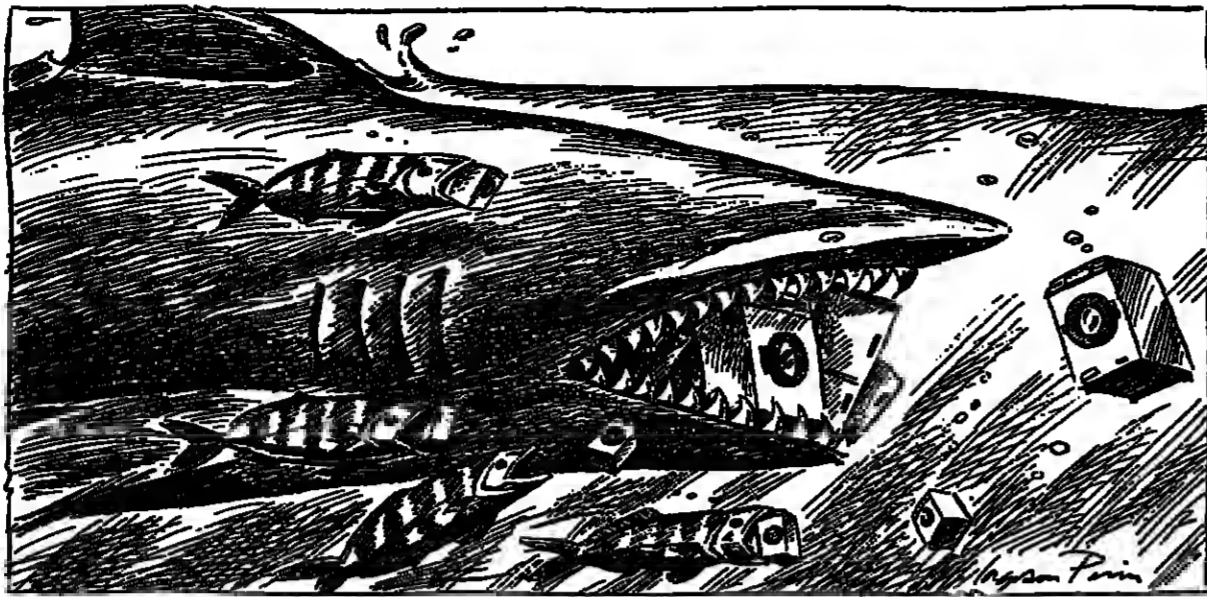
Lec Refrigeration of Bognor Regis on the Sussex coast is a durable example. Its current strength owes much to a bold move in 1980 when all its competitors were shrinking back from recession. Lec put its workforce on full overtime, cut prices and cranked up its share of the refrigerator market from 11 per cent to 24 per cent. This has since fallen to around 19 per cent. But Donald Durrant, joint managing director, says: "We will get a lot of repeat business from those satisfied customers."

The overtime ended in late 1985 and Durrant acknowledges a fresh bout of price-cutting would be "dangerous" for everyone in the business.

The UK market has stabilised recently. Prices increase have not been eroded by the rampant price-cutting which characterised the dark days of the 1970s when exporters from all over Europe tried to buy market share. The new order in the market place and the recent improvement in the industry's profitability depend on the discipline of the participants. While Lec makes refrigerators and competes in the market overall with the Electrolux, Zanussi, Philips and Hotpoint brands, it tends to operate within a price band spanning the low to mid-price range, a little below the majors.

Therefore, although Lec does not offer a convenient white goods package offering everything from cookers to washers, it is favoured among retailers because it fits into a specific price segment, increases consumer choice, and because shoppers have considerable faith in the brand.

Lec relies on consistent quality to preserve this brand loyalty. Although there is relatively little to go wrong with a refrigerator, a service call to replace a compressor can cost over £130 and may cost the company a customer for a replacement fridge. "We can't take



How the nimble can fish in competitive waters

Christopher Parkes on the role of smaller players in Britain's white goods industry

the risk of putting out unreliable machines," Durrant says.

Servis, the home laundry company, was once a market leader with a fine reputation for innovation. It introduced the electric washing machine to Britain. It made the first machine with a pump and was the first into electronic controls. It had a factory in Australia, exported to Canada, and even had its own service network in West Germany.

Now it has contracted to a single site in Darlington, near Birmingham, with 5 per cent of the UK washing machine market, while Hotpoint's share climbs towards 40 per cent.

Bought from the receiver in 1985 by entrepreneur Alf Gooding, it changed hands again in January this year through a US-funded \$2m management buy-out which gave control to Graham Young, financial director, and Kevin Meek, commercial director.

"The company's history is dotted with lost opportunities," Young says. "It boils down to bad management."

But Servis still has its strong points. First, it has sympathetic bankers in Security Pacific of the US (which came up with the buy-out cheque in two weeks flat). Second, the brand is still widely known, even if it has a rather middle-aged image. And there are still 1m Servis machines in use in the UK. Even though brand loyalty is not what it was in appliances, Servis can count on a healthy proportion of that figure returning to its products when the time

comes for replacement.

Perhaps most important in the medium term, the company also has 300,000 contract service customers, whose annual payments currently account for almost 40 per cent of turnover. Apart from the obvious cash flow benefits, these clients give the company a core mailing list which Young plans to put to good use as new products are rolled out.

There are also problems. Worst is an indifferent reputation for quality, which pushed the company into the arms of the receiver in the first place, according to Young.

He was not best pleased by recent consumer magazine and television test reports which marked Servis down in the quality rankings. The tests, he says, were done on machines made before receivership. His indignation is justified to some extent. Servis is the only appliance maker in the country to be certified as having achieved British Standard 5750, the newly-introduced national standard for quality manufacturing systems.

But the test findings give some indication of the ground the company has to make up. Young has started by introducing quality circles, reducing the number of suppliers by 50 per cent and demanding that the rest match BS5750 requirements.

Working retroactively on machines already installed, the company has armed its Servis Homecare engineers with a list of parts which have given

trouble in the past. They are under instructions to check and replace them if necessary on all their calls.

At the same time, the company is working to maintain the goodwill of the multiple chains which dominate the retail trade. The modern chain retailer is interested mainly in rapid sales, high turnover, and no come-backs. It has little time for the costly and bothersome business of service and, consequently, manufacturers with poor quality or reliability records will be squeezed.

Accordingly, much of Servis's promotion budget this year is being spent on assuring the trade of the company's commitment to quality.

Still, there are plenty, apart from Young, who consider Servis a sound investment. At the time of the buy-out his team faced competition from five other bidders, including a Japanese company. Since taking over he has had one offer to relieve him of the company and leave him with a profit.

Had they known about Gooding's sell-off plans, Derek Clee and David Cross might have made the competition stiffer. Almost two years ago they set up their Croslee tumble dryer company from scratch inside the echoing vestness of the former Philips washing machine factory in Halifax. Following the strategy of its Swedish competitor, Electrolux, the Dutch multinational had decided to centralise its European production, and had chosen the continent as a more promising base.

Now firmly entrenched in their spe-

cialist niche, Cross and Clee are anxious to broaden their interests. Cross is aggrieved that the company was not approached when Servis was being touted around potential buyers. "People still think of us as a new management buy-out," he says.

From £18m in 1986, sales rose to about £22m last year and are on the way to £26m in 1988, all built on a single initial contract to supply Philips with dryers in Europe. Like Servis it found backing in the US from Bankers Trust of New York. "We had no support at all from the Government or local government. British banks were not interested," recalls Clee.

Although helpful and polite, official agencies were not encouraging. The British Overseas Trade Board, for example, warned them against trying to compete in West Germany. But the bluff duo went anyway and recently signed up three distributors.

As often as not lagging their products with them they have travelled world markets and now export to almost 20 countries ranging from Paraguay to Iceland.

Their latest advance was in Australia where they have found a niche in a market where Hoover and Simpson share 98 per cent of sales and where the "poppy-turvy" climate helps iron out irregularities in a demand cycle which peaks in the European winter.

Two thirds of Croslee's turnover now comes from overseas, and the company was almost single-handedly responsible for last year's 63 per cent rise in UK dryer exports.

At the start it sold all its output to Philips on a two-year rolling contract; now it sells only 50 per cent of production through the Dutch company and aims to whittle that down to a third. There is plenty to go for. Household penetration of tumble dryers is around 30 per cent across Europe, compared with 87 per cent for washing machines, and the replacement market has not been touched.

As one of only two large-scale dryer specialists in Europe, Croslee has tapped a rich vein of demand from manufacturers and retailers seeking equipment for sale under their own labels. Although it boasts of having won Europe's biggest single dryer contract from Curry, its own brand, White Knight, is little recognised outside the company's Yorkshire stamping ground.

One danger must be that the growing market may attract newcomers, or worse and more likely, encourage the major white goods makers to start their own production lines.

Croslee has succeeded in diversifying away from the single customer it had at the outset, and it is now looking at opportunities in areas such as commercial equipment for laundries and specialities like washroom hand dryers.

Broadening out into other domestic appliances could be a ticklish proposition, however. Cross and Clee may yet have cause to be thankful that the mainstream UK domestic appliances industry has been thoroughly picked over by patrolling sharks, and there are few small fry left to tempt the likes of Croslee out of their proper place in the pecking order.

UK telecommunications Making calls on a great name

Philip Rawstone reports that Mercury's campaign aims to consolidate its advantages

MERCURY COMMUNICATIONS has spent £2m over the past six weeks in advertising its arrival as a realistic alternative to British Telecom - a modest outlay compared with the £500m investment so far in its national fibre-optic network.

But then Mercury has been at pains not to promise more than it can deliver. A corporate push had been ruled out before now on the grounds that it might attract more customers than the company could properly service.

Mercury, however, is coming into profit. It has 20 per cent of international calls, 5 per cent of Britain's business market - its City of London clients include the Stock Exchange, five major clearing banks, all 27 market-makers and five of the six inter-dealer brokers - and 15 per cent of the telex market.

Developments has now reached the point where it can compete confidently with BT for long-distance and international calls. More than half the population of England has access to its network. Next month it plans its first challenge to BT's public pay-telephone service.

One of Mercury's great advantages so far has been the scale of dissatisfaction among BT's customers. But that has been offset to a large degree by the lack of public awareness of Mercury as an alternative system, or by doubts about its effectiveness.

The advertising campaign, devised by BMP Business, has been designed to raise its profile; to establish the Mercury brand with its claims of better technology, better service and better prices; and generally place Mercury as a dynamic and efficient newcomer, capable of providing real competition to BT.

The campaign was launched with a 60-second television commercial in six ITV regions - Granada, Thames/LWT, TV South, Central, Yorkshire and Scottish TV. (It is operational now in Glasgow and Edinburgh.) It was supported by double-page advertisements in the national press.

Jonathan Hoare, BMP Business board director, says: "We wanted the business community, in particular, to know that at long last there was a choice in telecommu-

nications."

Directed by Chris Hartwill, of Ridley Scott Associates, the television commercial heralds the arrival of Mercury by intercutting telecommunications images with key customer benefits - substantial savings on long-distance telephone calls, fully itemised bills (more popular, apparently, with businessmen than householders), and, it is claimed, unbeatable customer service. (One of Mercury's first acts was to set up a customer assistance service.)

The soundtrack features a Phil Collins song, in The Air Tonight re-released by Virgin Records to coincide with the ad's launch last month and now at No 8 in the charts.

Hoare claims that the advertising has also quickly made Mercury a hit - "a great name to call on" as its slogan goes. Telephone marketing agency, Adlink, is handling the response to the advertisements, analysing the information they have yielded, supplementing it with detailed questionnaires, providing leads for the sales force, and building a computerised database.

The next stage of the advertising campaign will be aimed at target audiences identified by this research programme. But inevitably, it seems, Mercury will look primarily to the business community to generate most of its early growth.

Hoare denies charges that this concentration on the business market amounts to "cherry-picking". It is the natural path for Mercury to pursue, he says.

It is understandable that Mercury's parent, Cable & Wireless, should now be looking for some return after spending £500m in the past four years, and earmarking another £200m for future investment. The City looked delighted last week by the course of events.

But, says Hoare, Mercury intends to become a fully-fledged competitor to BT in every field of telecommunications. Future advertising will continue Mercury's image building, make it better known to a wider public, but prudently ensure that in offering its services, it does not disappoint by over-reaching its resources.

Sometimes even friendly rivals fall out

FINANCIAL ADVISER

17th of June 1988

Mr Roger Anderson
Editor and Publisher
Money Marketing
50 Poland Street
London W1V 4AX

Dear Roger

Last week Money Marketing published a Page 1 article headed "The Leading Choice of Independents". Under this heading, a publishers' statement declared that research by the Business Media Research Committee showed that Money Marketing had "trounced" its nearest rival - in other words Financial Adviser. This is simply not true. Insurance brokers and all other

Money

16th June 1988 75p For the

The leading choice of independents

Disclosures
E&L des

Mr Paul Durman
Equity & Law was this week forced to pull out of Camda following its decision to sign up tied agents.

General manager Chris Strickson blames the change of strategy on the uncertainty created by the move two months ago to require intermediaries to make full disclosure of commission from January 1990.

But disappointed Camda

aged" says King-ed reps could end closure rules just not worse, than independent Strickson claim-affected by the changes. He says the com- three will not be force of treatment needs and used

The facts are these. Financial advisers and independent intermediaries - including insurance brokers - come under class 83 of the readership survey of the British Media Research Committee. In that key category Financial Adviser was the clear winner, with 28.5 per cent more readers than Money Marketing. By the way we also scored 50 per cent more readers than Investment Adviser and Money Week.

Financial Adviser has the largest circulation of any publication for financial intermediaries, and the highest registered readership - 35,000. Further research - by Research Services Limited - shows that 60 per cent of our readers see no other publication. They find they get what they want from Financial Adviser. It's the quality that counts.

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Sales to overseas tourists, worth billions of pounds every year, are highly profitable to retailers, and the VAT refund service provided by TFS for the UK retail trade is warmly welcomed.

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The TFS service is completely free of charge to retailers, and has shown itself able to increase profitable export sales. There are individual documented examples among our clients who have recorded increases in VAT refundable sales of typically 20 - 25%, and in at least one case 100%, after introducing the TFS system.

For further information on how tax free shopping benefits the UK retail trade, call us on (01) 785 3277, fax us on (01) 785 7410, or write to Lara Williams, Tourist Tax Free Shopping Limited, Europa House, 265 Upper Richmond Road, London SW15 6TQ.

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TECHNOLOGY

Research format passes test

Clive Cookson on a project that encourages industrial/academic co-operation

A GOVERNMENT sponsored assessment of the UK's first research programme where both university and company involvement are required, called the Joint Opto-Electronics Research Scheme (JOERS), has shown it to be a good model.

JOERS was set up in 1982 to encourage industrial/academic partnerships in opto-electronic research - a fast-moving field which includes optical computing, fibre optics and liquid crystal displays. The scheme is now finished and most of the JOERS projects are in their final stages.

The assessment, carried out by the Department of Trade and Industry by the consulting group PA Technology, concluded that JOERS "has been highly successful in advancing the UK's position in opto-electronics."

The main points of the study were released this week at a DTI conference. The assessment was based on interviews with 92 people from industry and universities who had taken part in

JOERS; it was not a detailed "technology audit".

Total expenditure on JOERS was £38m. The DTI and participating companies provided £14.5m each, and the Science and Engineering Research Council (SERC) provided the remaining £7m through the universities.

The same funding formula, in which the DTI pays 50 per cent of the companies' costs and the SERC pays all the universities' costs, has since been used in other Government sponsored research schemes. "The overwhelming view of the participants was that the funding equation for JOERS was fair, and that is why the scheme had such a

good take up," says Rodney Smith, a senior PA Technology consultant.

Smith points out that the funding formula for the Government's Link programme - currently the main vehicle for supporting collaborative research in the UK - is less favourable to companies. The Government now only pays for half the universities expenditure, leaving the companies to find the other half. Smith suggests that this may explain why industry has not yet gone into Link as enthusiastically as it went into JOERS.

According to the PA Technology assessment, the key successes of JOERS were:

- A high level of collaboration between participants from different companies. Rivals such as STC, GEC and Plessey worked together openly and productively.
- Stimulation of pre-competitive research in opto-electronics.
- The UK gained a technical lead in some of the project areas. Examples include the use of new opto-electronic materials such as Lithium niobate and Indium phosphide.
- JOERS has not, though, been a total success. Negative aspects of the scheme include:
 - Withdrawal of some participants in the middle of a project. Smith says there were a few cases in which compa-

nies withdrew from successful projects as they got close to commercialisation. This caused serious problems for the remaining participants. The study recommends that future government research programmes should impose financial penalties on companies that leave prematurely.

● JOERS was dominated by the giants of the UK electronics industry and small companies were not sufficiently involved. PA Technology recommends more encouragement for the latter.

● Most seriously, not enough has been done to exploit commercially the technical advances achieved by JOERS. The Government is urged to do more to promote commercial exploitation of opto-electronics by UK industry.

But Ken Macrae, chief executive of PA Technology, says: "The JOERS initiative has raised the awareness of the importance of opto-electronic technology to British industry and has been successful in advancing the UK position."

Japanese mission to study oceans' link

BY STEFAN WAGSTYL IN TOKYO

PLANS FOR an overland route linking the Atlantic and Pacific oceans, once the dream of the Conquistadors, took a small step closer to reality with news that a Japanese technical mission is to examine the feasibility.

When the Japanese team goes to Columbia next month, their work will include studying a Columbian Government scheme to build a motorway, a railway and an oil pipeline. The project would involve the construction of a new port on the Pacific coast in the Gulf of Cupica. It would be connected by road, rail and pipeline to the Gulf of Uraba on the Atlantic coast.

In addition the Government wants to build a motorway from Cupica to the inland city of Medellin, which is notorious for its links with the cocaine trade.

The announcement of the Japanese technical mission comes at a time when political turmoil in Panama has cast fresh uncertainty on an often-touted scheme to build a second Panama canal alongside the first.

The Japanese Ministry of Foreign Affairs says that the mission's role will be to explore several development projects in Columbia - including the Atlantic-Pacific link.

Japan's recently expanded foreign aid budget is funding the study, which does not commit Japan to contributing to the costs of the project when, or if, it is carried out.



Old problems take the shine off new system

Stephen Cooke finds that computerisation has not alleviated the difficulties of India's overburdened rail system

THE COMPUTERISATION of India's rail network has lessons for anyone contemplating a technological solution to an everyday problem.

India depends heavily on its rail network and economic growth has increased the burden, especially as travel by road is hazardous and coach fares can be as much as those for rail. Although the efficient internal air service is cheap by Western standards, it remains beyond the reach of most Indian travellers. As a consequence, tourists, businessmen and most other travellers invariably go by train and the train is beginning to show.

Last year the network carried 3.6bn passengers and demand is still rising. Prior to computerisation, red tape meant that booking a ticket required:

- finding the appropriate booking hall and locating a ticket booking form. These are often hard to get hold of and people behind the counters are far too busy to fetch them;
- filling in your name, age, sex, destination, train number, class of travel, plus similar details for your travelling companions;
- finding the correct booking window for your train, class of travel and status (if a tourist);
- waiting in a queue for as long as two hours while more assertive characters claim personal acquaintance with the booking

clerk and jump the queue;

- being told that you must repeat the process, because the seat you require is not available.

In an effort to improve this system and decrease ticket issuing costs and delays, computerised reservations and ticketing were first tried out in Delhi and, after an apparently successful trial, extended to other parts of the country.

In July last year, the system was installed at Bombay's Victoria Terminus station and was soon busily processing nearly 50,000 transactions a day. The project cost 1.7m rupees (£1,000), a huge sum by Indian standards.

According to Vijaya Singh, general manager of the Central Railway Zone, the new system solves many of the old problems. It enables reservations to be made at any window; it keeps a tally of available seats and makes this information available to the public; it interfaces with other zonal railway systems within the country so that trans-zone journeys can be properly dealt with; it aims to shorten queues by reducing the ticket issue time from six minutes to two and a half.

In practice, however, things are not so rosy. To start with, the emphasis has been on processing applications, rather than on streamlining the physical act of making a reservation. Thus you

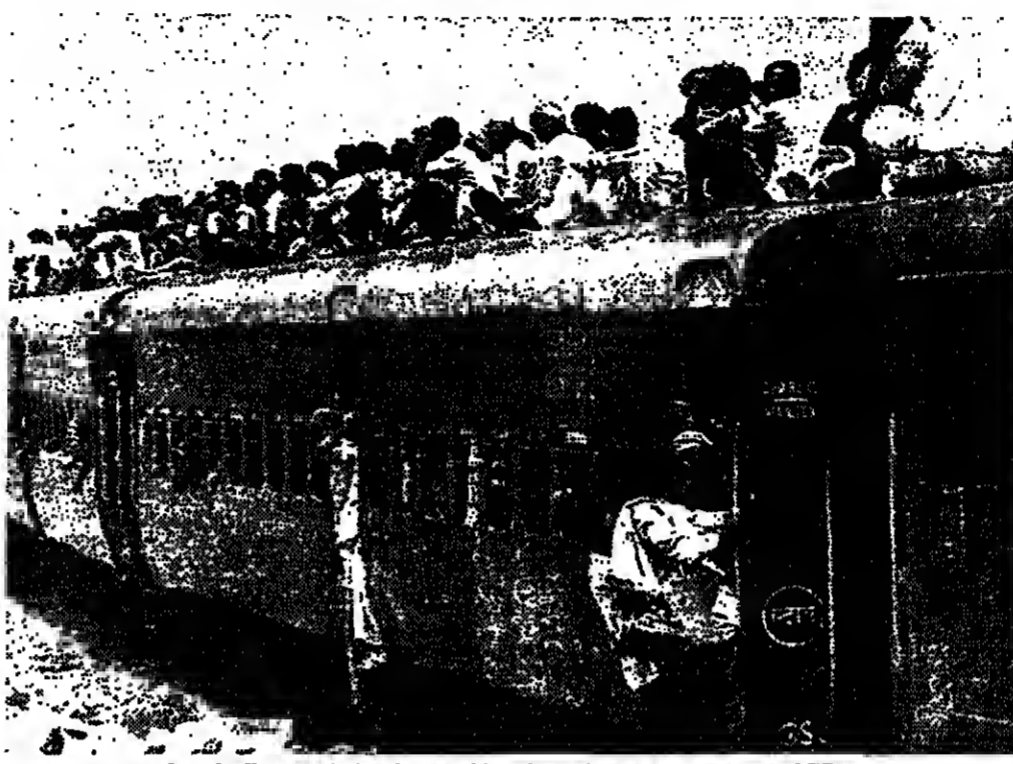
still have to fill in a form with irrelevant details, you still have to locate that form and the staff are still too busy to get one for you.

The information on the form has to be entered into the system, so instead of the computer doing all the work and issuing the ticket, the customer has to provide the detail. The clerk has to enter it and the computer just processes it. Savings are therefore limited to statistical handling of seat availability.

The system does tell the passengers which seats are available using, in Bombay, a conspicuously high tech noticeboard. Again, the benefits are negated by poor planning - the noticeboard is downstairs, the booking hall is upstairs. Even worse, the noticeboard is only updated in the mornings, so by the afternoon the information is out of date.

Finally, with every booking window open to all-comers, things can become chaotic as operators attempt to deal with dozens of different queries and bookings on a new system for which they have had inadequate training. Incorrect information on the noticeboard about seat availability also puts the onus on the operator to determine the true state of affairs for each customer.

All this has been aggravated by



A typically crowded train travelling through the eastern state of Bihar

hardware problems caused by insufficient ventilation and unreliable power supplies. Although now operating more smoothly, breakdowns and public outcry were frequent in the months following installation.

Just the ticket for British Rail

THE UK's rail network handles 68m passenger journeys a year with annual growth of around 0.5 per cent. British Rail (BR) has introduced two computerised

ticket systems, APTIS and PORTIS. Manufactured by Thorn-EMI, they do far more than simply make reservations.

APTIS (All Purpose Ticket Issuing System) makes the reservation, assigning the applicant to the appropriate class, smoking/non-smoking area and back/forward facing seat. It is linked to BR's accounting network. You certainly do not have to fill in a form to use it.

PORTIS is the same basic system in a portable configuration, enabling guards to issue tickets

on pay-trains. The PORTIS modules can also send data, for example about receipts and ticket issue, into the central accounting network.

BR is happy with its experience of computerisation. "It has speeded up the issue of tickets, is more cost effective, has reduced queues and ties in with the accounting systems. It has been very successful," says David Ewart, a spokesman at BR.

Stephen Cooke is editor of ACE, the computer entertainment magazine.

Software package cuts exporters' paperwork

BY ALAN CANE

EXPORTERS plagued by the paperwork which is a tiresome, if essential, part of their job should be pleased to learn that SITPRO, the British Overseas Trade Board's organisation aimed at making international trade simpler, has produced a new version of SPEX, its trade documentation software package.

SPEX 3 runs on most leading makes of microcomputer including multi-user systems; it produces invoices and a range of more than 50 documents to international standards.

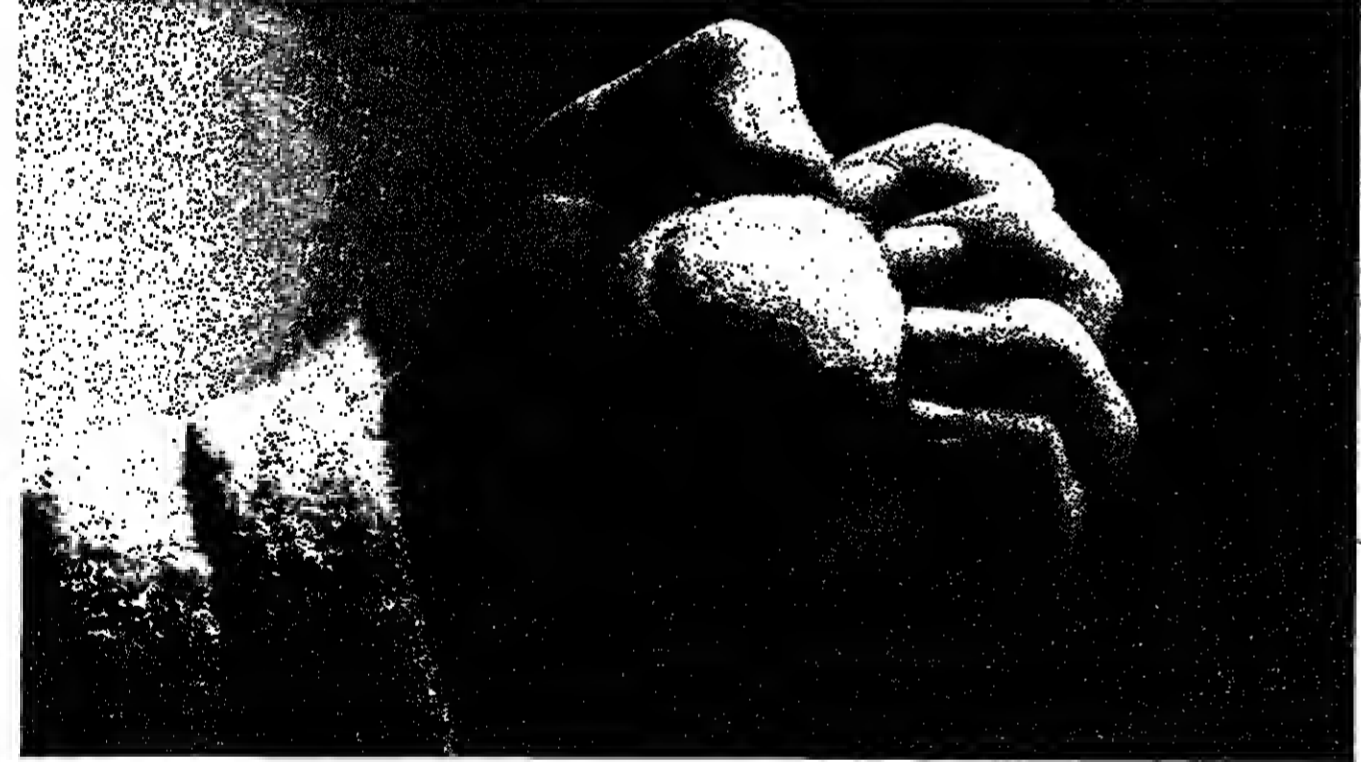
The UK distributor, ESL Computer Services of Beckenham in Kent, has made a video, entitled All about SITPRO SpeX, which shows the package in action. It features a shipping manager preparing a deep sea export, against a stopwatch, using the latest version of the package. Multiple copies of all the necessary export documents, including export

invoice, packing list, export cargo shipping instructions and bank and bill of exchange forms, are prepared automatically in seven minutes.

As well as generating high quality documentation, SpeX stores full details of customers, products and other information on disk. It calculates weights, cubes, invoice values and currency conversions and allows freight charges to be added.

It also has communications facilities, which means that information normally printed on paper can be sent electronically to freight forwarders and shipping lines - a foretaste of "paperless trading".

SpeX 3 costs around £2,500. The ESL video is available in VHS, Betamax or U-matic format on free loan. For a copy contact Lesley Oliver at ESL on London (01) 688 7821.



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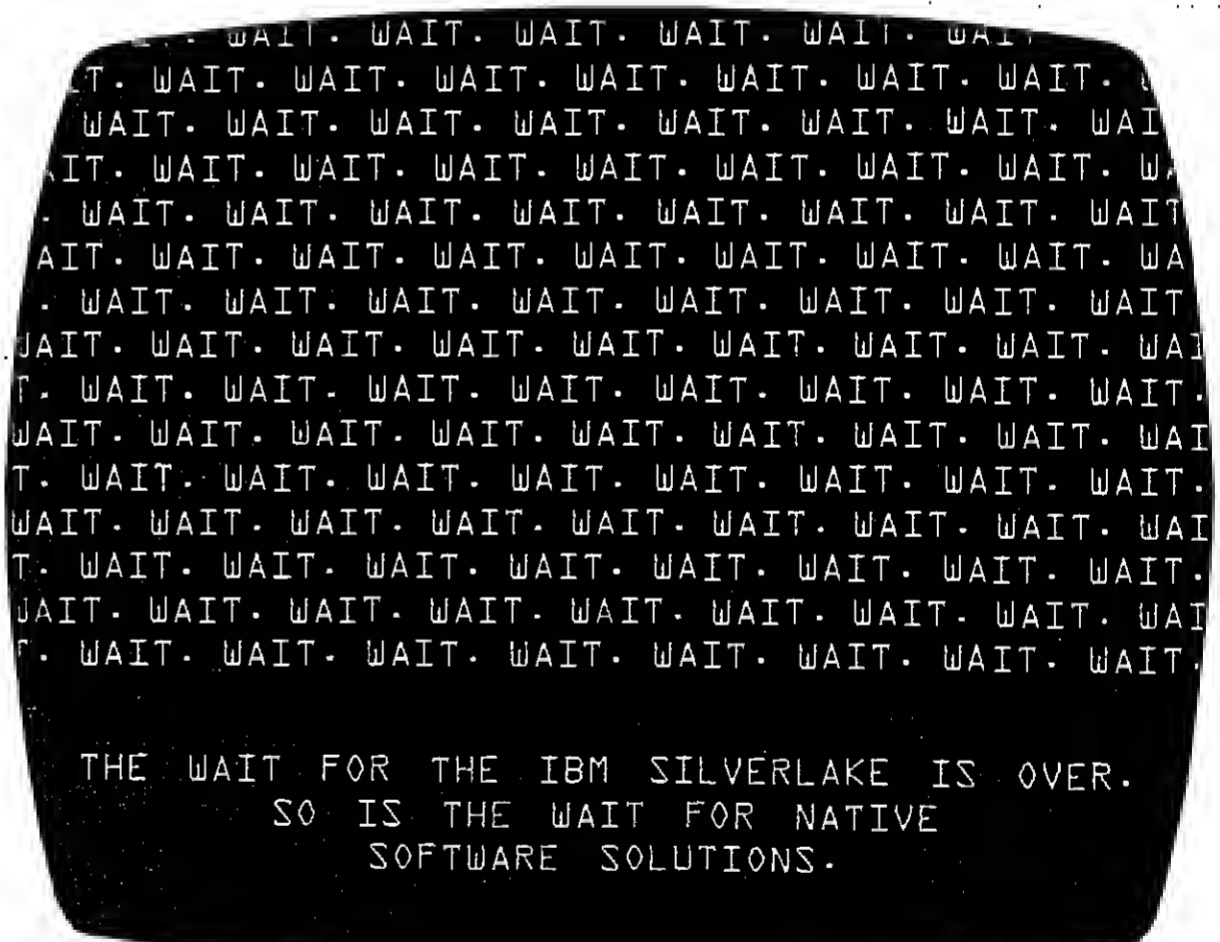
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ARTS

Venice Biennale/William Packer

Hard sell of Jasper Johns

Jasper Johns, who fills the US pavilion with his work of the past 14 years, was the Golden Lion of the Venice Biennale of 1988 after all: this was both the safest bet and the biggest disappointment of the week. It was no secret that the American lobby was out in force and working hard for its man, but even so the more disinterested view was that the decision was hard to justify solely on the work shown.

1980s has concerned himself with more openly portentous thematic schemes culminating with the Seasons, the natural turn of the year from birth and spring to winter, death and the preoccupations of the older man. These fill the other wing.

Barbara Bloom, 36 years old and working in New York, won the Aperto prize for artists under 40, for which victory the American lobby worked - so my spy tells me - with even more conspicuous a ruthlessness. Miss Bloom offers an installation of some elegance that finally has several hats floating to a blue void. It would serve admirably in a shop window on Fifth Avenue, but hardly deserves such distinction.



Janet Henfrey and Linda Marlowe

Too Clever By Half/Old Vic

This version of Ostrovsky's 1868 play was prepared in the late 1960s by Rodney Ackland shortly after David Magarash had introduced the piece to English readers under the more accurate title *Eben a Wise Man Stumbles*. "Chaque texte n'est qu'un prétexte," said the eminently sensible Mounet-Sully, and Richard Jones's spiritedly outrageous Old Vic revival sets off on an inspired antiquarian angle.

for a reactionary general and wormed his way to the forefront of Moscow society. The stage manager, Gloumouf as a chameleon, changing voice and demeanour to order, now assertive, now willing, now common, now classless. His hair stands up like a privet hedge, smarmed down on one side to display a Moltke-style centre parting.

The Gogolian takeover is complete at the end when the scratching Meyerholdian pen is taken up by Gloumouf in another box after fleeing the society he has monitored. Jennings is resourceful and very funny throughout, but he misses entirely the aspect of experimental adventurousness in the character's exploits. Judging by the discrepancies between Magarash and Ackland, he is not solely to blame for this.

Arts Guide

EXHIBITIONS LONDON The Royal Academy, Cézanne - The Early Years 1869-72. An illuminating study of the formative period of one of the greatest artists of the 19th century and one of the seminal figures of the modern movement. Although he came to greatness in his middle and later years, Cézanne's early period, far from being inconsiderable as has been generally supposed, now revealed in all its complexity and contradictory quality. Ends August 21.

aid Picasso, Bonnard and Matisse. Both shows run until August 14. British Museum, Ukiyo-e - Images of Unknown Japan. This large exhibition of Japanese prints brings to us, through the work of the greatest masters of the woodblock print, the spirit and the senses that were the city of Edo (modern Tokyo) in the time of the Shoguns - from the 1600s until the 1860s, when Japan was closed in the outside world. Ends August 14.

Bois de Boulogne to reply to a dare by Marie-Antoinette, in his sister-in-law, has come to life in all its simplicity 18th century splendour. For two weeks lyre-shaped cabinets, delicately carved, and an ensemble of Sevres porcelain bring the glitz and grace of its settings in the strong colours of a Savonnerie carpet. From 2pm till 5pm. Ends July 3.



Johns: Untitled; charcoal and chalk on paper, 1983

work has yet to have more on. In his sense of large, washed vessels, with their ambiguously visceral or sexual connotations, the feeling is still more of elegant variation than enquiry.

In the Japanese pavilion Kazuo Fukukoshi shows the most extraordinary sculptures of the entire Biennale, and some of the most beautiful objects being made anywhere. Again they were unaffectionately straight-forward - directly observed half-length portraits - savings that have something of the stark, poignant humanity of late medieval Flemish figures. The Japanese pavilion was thoroughly interesting, but with three sculptures shown, overall.

The best painting of the Biennale was in the large Yugoslavian pavilion, which John Benik filled with an extended series of strong, simple expressionist works on the theme of the Deposition related subject.

Pommies/Croydon Warehouse

David Allen's relationship with Croydon's Warehouse theatre has been distinguished by plays stuffed to the gulleys with the social and literary heritage of a homeland abandoned for Australia back in the early 1970s. With *Chenopodium* he took a trip back to Elizabethan comedy and wrote *Gloumouf*. Things he savoured the curious jargonism of the Victorians. With *Pommes* he declares his antipodean perspective on a situation a lot closer to home: set in the "veg prep" shed of a holiday camp in 1954, he introduces his callow young Aussie paragon to the rites and rituals of a group of English working men whose prowess at gouging eyes from potatoes is second only to their ability to carve sexual fantasy from anything that walks abroad in a red coat.

who lost his position because of his susceptibility to fall in love. They are ruled from the top of a rickety staircase by Stan, a bustling Ulsterman whose attempts to impose discipline - chiefly centred on the vexed issue of brewing tea - are met with the collective indifference of a workforce which knows its own rhythm and will tolerate nothing else.

ance in characterisation that is both fresh and, despite Ted Craig's efforts to tailor it to the British stage, lacking in any solid sense of social context beyond occasional references to war service and food shortages.

La Gioconda/Barbican Hall

It is good to hear Ponchielli's opera every now and then just to be reminded how truly terrible it is. Otherwise forgetfulness might lead one to start pressing it on the Royal Opera - heaven forbid! But just that the plot is preposterous, though it is, rather than the relationships are, and without relationships that have context and potential for development, opera is nothing. Nor does the music serve to disguise the plot's shortcomings. Ponchielli has no lack of ideas, but he seems incapable of seeing them through: how often does an arresting melody, whether a "big-time" postlude or a formal aria/duet paragraph, start promisingly only to fizzle out through lack of wind. Set next to Verdi or, not widely unfairly, Puccini, he sounds like the merest beginner.

evening's concert performance. Chorus and orchestra surpassed previous known form with full-blooded, rousing performances under the heartiest guidance of Antony Shelley, who played superbly in the score and proved capable of communicating his enthusiasm not only to his forces but also to the audience, who were generous in their appreciation.

son. Perceptible tiredness affected Tinsley's pitch more than once, but never the authentic grandeur and generosity of her phrasing.

June 24-30

UNITED STATES New York, American Craft Museum. An ambitious show that traces the history of American architecture back to the turn of the century and emphasizes the work of artists like Tiffany, Lurie and Louise Nevelson who were commissioned to add art to the architecture. Ends Sept 5.

ITALY Venice, Palazzo Grassi. The Phoenix Club's fourth exhibition at Fiat's imposing art centre on the Grand Canal attempts to give a complete picture of this extraordinary period for over 1,000 years. Sarcophagi project at odd angles from a pile of pink and tan on the ground floor of the Palazzo; in an upstairs room, model ships stand immobile in a rippling artificial lake, and a huge polychrome wave engulfs a Phoenician wreck. Not particularly legible graffiti run across the walls - comments on the Phoenicians by contemporaries and later writers. Many of the 1,200 objects (gold and silver jewellery, statues and reliefs in terracotta, bronze and ivory) are extraordinarily beautiful. Ends Nov 6.

WEST GERMANY Cologne, Romisch-Germanisches Museum. Cessar's Glass. This exhibition is the most important display of Roman glass ever staged. It covers the period from Caesar to Justinian, from the first century BC to the 6th century AD. The show is a joint project between the Corning Museum of Glass, New York, the British Museum, London, and the Romisch-Germanisches Museum in Cologne. The exhibition is sponsored by Olivetti and runs until August 28.

VIENNA Bathing. Wien 1988. Vienna's city hall is commemorating the Anschluss, the German occupation of Austria in 1938, with a large and courageous exhibition which shows how Austrians reacted to Hitler's march into Vienna and the eventual destruction of the Jewish culture. Ends June 30.

Placido Domingo/Covent Garden

Placido Domingo withdrew from his five Royal Opera performances of *Lohengrin*, but offered two concerts of operatic excerpts in part-exchange. He also invited three other singers - Cheryl Studer (soprano), Eva Randova (mezzo), and Thomas Allen (baritone) - to help him fill out a decent measure of solos and duets, and John Barker was placed in charge of the Royal Opera House Orchestra. The programme for both concerts, last Tuesday's and next Wednesday's, is the same, and EMI is taking a "live" recording for future release.

as they do together in the theatre, and then has Verdi's Fosa in his death scene, noble and ardent (but why on earth the use of Italian, when Don Carlos was written in French, and when Mr Allen generally sings it, excellently, in that language?). Miss Studer came on in the second part to lift flagging spirits with a zestful *Fledermaus* cavatina; the voice seemed a touch narrower in timbre for Adriana Lecocquer's entrance solo or for Verdi's *Desdemona* in the Act 1 duet with Otello.

More Kagel/Almeida Theatre

In the house of the Almeida Festival there are many mini-mansions, and in Monday's paper Max Loppert reported an early sense of surprise with the first four hours' worth of "Ode to Cologne," the Mauricio Kagel sub-festival at the weekend. (Cologne has been the Argentinean joker's home for 30 years.)

Each piece brings some venerable aspect of the string quartet into surrealist relief by isolating it from the other four parts. What normally makes sense of it. The target of No.1 is the very fact that four different people are meant to play together at all: they come on singly, miming dismay and disorientation at finding the others, each making his own bizarre sounds by unorthodox techniques involving knitting needles, coins, seltotape and gloves - an anti-ensemble.

Birmingham Jazz Festival

Birmingham's 10-day international jazz festival, sponsored by M & B and Birmingham City Council, runs from July 1 to 10 with a record number of performers and a strong international flavour. Headlining the list is veteran singer/bandleader Cab Calloway.

Hotspots from Holland, the Barbelones Jazzband, the German band, the Sandvik Big Band and Max Lager's New Orleans Stompers from Sweden, and Yugoslav trumpeter Dusko Goykovich.

Saleroom/Antony Thorncroft

Monet's wife makes £14m Sotheby's held a very satisfying sale of Impressionist paintings on Tuesday night, with a total of £38.5m and a new £8 per cent auction record. The star was a pretty Monet painting of his wife Camille lying in a meadow surrounded by wild flowers. It sold for £14.3m, double its estimate, after a fierce tug of war between two telephone bidders. The price was an auction record for the artist, beating the previous best set by Christie's the night before by over £10m.

Top prices at the sale were the £185,000 for "La table de la danse le jardin" by Henri Le Sidaner and another record, £128,000 for a portrait by Léon Fourtaud of his grandfathers. Fourtaud, a painter and collector of Impressionist art, died at the age of 25 in a shipwreck. The afternoon a chalk portrait of his son Jean by Renoir doubled its estimate at £173,000.

Christie's was selling Old master prints and gathered in £465,701 from the morning session with 11 per cent unsold. A set of fourteen plates from the first edition, second issue, of Piranesi's 1748 series of etchings, "Invenzioni Caprici di Caracciolo," topped its estimate at £132,000, while twenty plates of Durer woodcuts on "The Life of the Virgin" were on target at £39,800. A whole lot of other eight plates of Piranesi's "Vedute di Roma" were also as expected, selling for £34,200.

A limited reform

ALMOST everyone agrees that Section 2 of the Official Secrets Act 1911 is indefensible, and even the Thatcher Government's desire to reform it is not new.

Mr Hurd's White Paper overcomes a lot of that. It seeks to define the kind of information that should be protected.

A new world in the making

EUROPE and the United States, have long believed that Western civilisation lies at the centre of the world.

Equally unfair. As the report shows, governments applied the right economic policies; they encouraged education; they were not timid about importing technology.

MR DOUGLAS Hurd was mightily pleased with himself yesterday. Britain's Home Secretary - for present purposes the equivalent of a head of the justice department in most other countries - produced a proposed reform of the law of secrecy that took everyone by surprise.

The expectation had been that Mr Hurd would indicate that the definition of what should be kept secret would be excessively wide.

Another widespread belief, which the Home Office did nothing to discourage over the past few weeks, was that the White Paper would propose that secrets are what Ministers say they are.

Joe Rogaly examines the Government's proposed reform of Section 2 of the Official Secrets Act



A stronger guard on fewer secrets

ablence, the final decisions will be made by a jury. This is a great deal better than a Minister. Yet much will depend upon the various definitions of harm in the draft bill that will probably appear in the autumn.

The legal defence that the disclosure of a particular secret is in the public interest is specifically ruled out, partly on the unconvincing argument that it would muddy the waters.

The expectation is that we will all be so dazzled by that great and billowing "liberal" cloak, that we will fail to see that it hides a reincarnation of a slimmer and more powerful Section 2. We

may not appreciate that civil servants working in the areas that come within its clauses will now really be subject to its penalties.

Mr Hurd would regard this observation as perverse. It might be in a country in which there were many checks and balances within the constitution, but Britain is ruled by what Lord Hale has immortalised as a "selective dictatorship".

It is for this reason that the provisions of the White Paper relating to the security services should not be accepted in their present form.

The upshot is that Britain's security services will operate under greater conditions of secrecy than those of the United States, West Germany, France and many other democracies.

The absurdities and anomalies of Section 2

FEW provisions, if any, of the criminal law can have so consistently failed to do their job as Section 2 of the Official Secrets Act 1911.

safety or the interests of the state" is fully adequate, and that any liberal democracy can dispense with the additional powers of a reformed Section 2.

The government clearly attaches great importance to its proposal that it will be for the courts (and that means juries) to decide whether there has been harm to the public interest by an unauthorised disclosure.

with the consent of the Attorney General. The government proposal is that consent will only be required "in respect of information relating to security, intelligence, defence, international relations, or information provided by other governments or international organisations on conditions requiring it to be held in confidence."

with the consent of the Attorney General. The government proposal is that consent will only be required "in respect of information relating to security, intelligence, defence, international relations, or information provided by other governments or international organisations on conditions requiring it to be held in confidence."

The Spanish outsider

Miguel Boyer is one of the exceptions on the new committee looking into European monetary union. In that he is not (although he might well like to be) a central bank governor.

Basle's insider

By contrast, Alexander Lamfalussy, the 59-year-old general manager of the Basle-based Bank for International Settlements, should be thoroughly at home in the group.

Glaxo's loss

John Burke, until recently the chairman of the UK operations of Glaxo, the biggest British pharmaceutical company, says that he thought long and hard before giving up his job to join a relative tiddler in the drugs world.

Diplomatic chess

Soviet and Hungarian diplomats have agreed to join a "celebrity" line up who will pit their skills at the weekend against Britain's brightest young chess prospect, 14-year-old Matthew Sadler from Rochester in Kent.

Small talk

When Bertrand Russell was very young he was left to entertain Gladstone after dinner while the ladies retired. Gladstone spoke only once. "This is very good port they have given me," he said. "But why have they given it to me in a claret glass?"

OBSERVER



"For reasons of national security we'd rather not reveal our verdict, m'lord."

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Romania closes Hungarian consulate as tension grows

BY LESLIE COLTIN IN BERLIN AND JUDY DEMPSEY IN LONDON

TENSION between Hungary and Romania increased yesterday after the Romanians closed a Hungarian consulate.

Mr Ceausescu yesterday called the demonstration in Budapest, "chauvinist, nationalist, anti-Romanian and anti-Socialist."

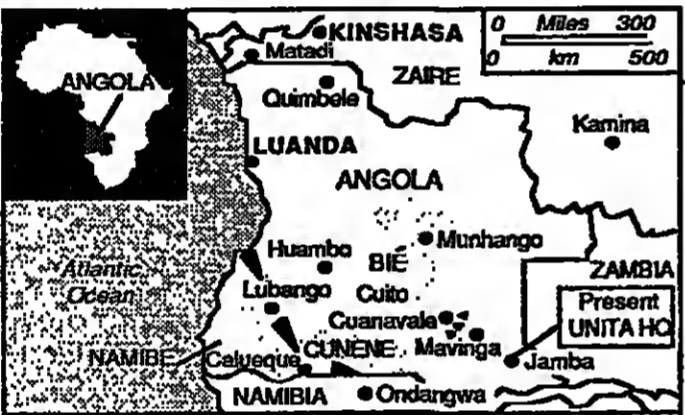
Jeremy Harding and Michael Holman assess the outcome of the latest border clash

Focus of Angolan war shifts south

MONDAY'S clashes at Caluqueo on the Angolan border with Namibia (South West Africa) between South African and joint Cuban-Angolan forces are the almost inevitable outcome of a military build-up in which the focus of the 13-year war has been shifting south.



Angolan Government tank forces patrolling their southern front at Cuito Cuanavale



N'Harea, in the hope of drawing the fire of Government forces from Cuito.

US tries to keep the peace talks going

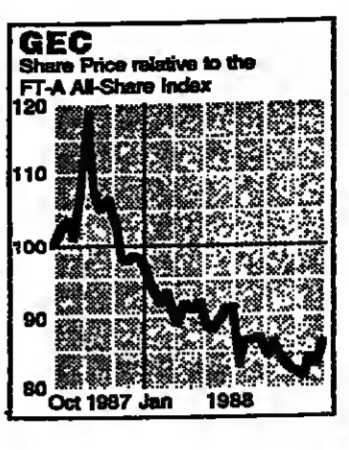
By Anthony Robinson and Michael Holman

DIPLOMATIC EFFORTS designed to keep the Angola-Namibia peace talks on the rails got under way yesterday in the wake of Monday's clash between South African and Cuban and Angolan forces.

THE LEX COLUMN

Taking the long view on GEC

GEC's full year figures inevitably bring to mind this week's depressing McKinsey report on the UK electronics industry.



ably have to introduce a bias by leaving their own company out; but there are funds, after all, which might benefit by that.

The last is especially galling in view of GEC's bitter complaints about the short term view of the stock market.

would be a serious blow, fears of a recession are probably a good thing for Blue Arrow, as companies worried about the future tend to prefer temporary to permanent staff.

Thorn EMI Thorn EMI's shareholders may have been well satisfied with its results yesterday - as evidenced by a 19p rise in the share price - but they were not half so satisfied as the company itself.

Blue Arrow

Yesterday's market did not seem to think so, but there must be worse things in life than to be stuck with Blue Arrow shares.

Self-investment

The proposals on self-investment from the National Association of Pension Funds look like adding some spice to the fund manager's job over the next few years.

Discount houses

The discount houses have little to fear from the Bank of England's plans to break up their cartel. The reason is not, as Cater Allen suggested this week, that competition will mean liquidity and more business, but that being a discount house is so wretchedly unprofitable that the club does not look particularly attractive one to join.

where an estimated 15,000-strong contingent of Cuban troops, backed by Angolan forces, has moved south through the provinces of Namibe and Cunene to take up positions hard on the border with Namibia.

Fiat may sell Westland stake to US group

BY MICHAEL DONNE IN LONDON AND ALAN FRIEDMAN IN MILAN

FIAT, the Italian automobile and aerospace engineering group, is considering the sale of its 7.75 per cent voting ordinary shares in Westland, the UK helicopter, aerospace and general engineering group, to United Technologies Corporation of the US.

Gianni Agnelli, chairman, who said that such a sale was "more probable than anything else."

UK plans new secrecy laws

Continued from Page 1

courts that a breach of security was likely to result in specific harm to the public interest.

World Weather table with columns for location, temperature, and weather conditions.

Debate erupts over Gorbachev reforms

Continued from Page 1

short of spelling out. However, the debate appears to have begun, for all its sharp tones, along just the sort of lines intended by Mr Gorbachev, who defended the plurality of views, instead of a "new monopoly."

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17 years of unbroken growth have made Allied Dunbar one of the UK's leading financial services groups. Our City Region is looking to appoint a number of new Consultants based in London and Kent. Our Financial Management Consultants enjoy superb training, marketing and administrative support. Average earnings now exceed £24,000 including renewal commissions. A £8 million TV advertising campaign will ensure that 1988 is our best year ever. Aged 25 plus, have you got what it takes to secure your future? Find out. Call Ros Hurley on 01 404 4599 or send brief career details to her at Allied Dunbar Assurance plc, 76/78 Red Lion Street, London WC1. We are an equal opportunities Group. Applications are welcome regardless of marital status, ethnic origin or disability.

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We are looking for young, fully qualified accountants from the Profession or industry. Essential qualities include sound commercial awareness, initiative, excellent communication skills and an eagerness to work in a demanding and fast-moving operational environment. We will start you on a fast-track career programme, commencing in Aberdeen, with structured training and development which will take you to other parts of our UK and worldwide operations. Initial roles will take account of your existing experience and cover financial analysis, operational accounting, statutory accounting and taxation.

Telephone or write for a detailed information pack and application form to:
Ken Sturgeon, Director,
MSL Advertising,
Allan House,
25 Bothwell Street,
Glasgow G2 6NL.
Tel: 041-204 1140.
Please quote ref. no. 68012.

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As Alwyn North moves towards full operational activity, effective management accounting is crucial in the context of continued success and further development.

Based in Aberdeen, and reporting directly to the Head of Management Accounts, you will ensure the accurate and timely preparation of management accounting information.

This will involve the review and interpretation of monthly accounts, forecasts and cash calls, as well as follow-up discussions with partners and senior management. In addition, you will be actively involved in year-end closures.

This position calls for a qualified Accountant, either CA, CIMA or ACCA with at least four years' post-qualifying

experience in a substantial industrial environment. Ideally a graduate, with a good knowledge of computer accounting systems, you will be a team builder and have excellent negotiating skills. Experience of venture accounting within the oil and gas industry is desirable.

In return for commitment you will be offered an attractive index-linked salary, around the figure quoted, year-end bonus, BUPA, contributory pension scheme, free life assurance, subsidised restaurant, and where appropriate, a generous relocation package. Career prospects within the company, in Aberdeen or elsewhere are excellent.

If you want to progress your career in a fast-moving environment, please write with full C.V. or, alternatively, telephone for an application form to:-
 Irene Slater, Recruitment Officer,
 Total Oil Marine plc, Crawpeel Road, Altens,
 Aberdeen AB9 2AG. Tel: (0224) 858172.

Broadening Horizons ■

Manager - treasury

Hampshire, c. £30,000 + car



For a major leisure and services organisation, operating a variety of businesses with total income exceeding £300m and funds under central management of £70m. This important new post has been created to give greater emphasis to treasury management and to coordinate tax compliance throughout the Group.

Reporting to the General Manager - Finance, and managing a small team, you will implement effective treasury planning for all the businesses, to increase investment income, reduce borrowing costs and optimise the use of working capital. You will manage the treasury function and monitor the performance of all external investment managers for the Group. Your role will also include the management of the Group's tax compliance and accounting function, coordinating the relationships with external advisors and Government authorities.

A qualified accountant, you should have at least three years' treasury management experience, preferably in a large commercial organisation. With an innovative approach to solving business problems, you should be accustomed to influencing at senior levels.

This progressive environment presents ample scope for further career development. Résumés, including a daytime telephone number to Robin Alcock, Ref: RA912.

Coopers & Lybrand Executive Selection
 Coopers & Lybrand Executive Selection Limited
 Shelley House, 3 Noble Street
 London EC2V 7DQ

STRATEGIC ROLE - MERCHANT BANKING

Newly/recently Qualified Accountant
 Central London £22,000 - £25,000 + Car + Banking Benefits

An exceptional opportunity for a newly/recently qualified accountant to influence the commercial direction of a key subsidiary in this Top 12 UK Merchant Bank.

Reporting directly to the Board, this entrepreneurial Controlling role carries a high level of decision-making autonomy. A broad spectrum of responsibilities will include:-

- ▲ Identifying and developing new business opportunities.
- ▲ Profit analysis, budgets and forecasts for current ventures.
- ▲ Treasury advice and cash-flow management.
- ▲ Controlling and motivating a small team.

Success will be rewarded by promotion to the post of Financial Director within three years.

In addition to a highly competitive salary and company car, you will receive a comprehensive range of benefits, including profit share, management bonus and subsidised mortgage.

For further information, please contact NICOLA LENDRUM on 01-404 3155 at ALDERWICK PEACHELL AND PARTNERS LIMITED, Accountancy and Financial Recruitment, 125 High Holborn, London WC1V 6QA.

Alderwick and Peachell
PARTNERS LTD

Account Manager Financial Services

Bristol

Our client is a world leader in assisting multi-site retail operations to enhance network and individual branch performance. Already well-established in the Financial Services sector, the Company now wishes to consolidate its position in this rapidly changing environment by appointing an Account Manager with specific responsibility for developing business in this key area.

Of graduate calibre, you will already be intimately familiar with the operations of a major banking or other retail Financial Services organisation. A knowledge of branch operations is particularly desirable gained either in a line management, strategic planning or senior Market Research role. Considerable weight will be placed on personal credibility and acceptability in dealing with senior Financial Services professionals and General Management.

Highly developed presentational skills are essential. Probably in your 30's, you will have the energy and innovational ability, not only to promote the Company's existing products, but also to contribute towards product development in this fast moving sector. There is the potential for travel within Europe and knowledge of Financial Services markets there would be an advantage.

In return you will be offered a salary commensurate with your experience and qualifications plus an attractive executive benefits package, including relocation assistance where appropriate.

Please write with full career and personal details to J.D. Alexander, ref. JAV/1, stating clearly any companies to whom you would not wish details to be forwarded at this stage.

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MSL Advertising,
 Broad Quay House, Broad Quay,
 Bristol BS1 4DJ.

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 A MEMBER OF BLUE ARROW PLC

Finance Director

Marketing Services
 Manchester Based, c £28,000, Car, Benefits

Success in this fast moving, dynamic organisation has been achieved through aggressive business development and by the application of efficient financial controls. The company is one of the largest independent organisations in its business sector and continued growth will be organic and by acquisition in the UK and overseas. Reporting to the Managing Director, responsibilities will include playing a fundamental role in growing the business, the exercise of strong financial controls, and a number of contract, legal and administrative duties. Candidates, aged 27-35, will be qualified accountants and must have a high degree of commercial awareness, good interpersonal skills and be competent financial practitioners. Experience in a service-related industry is preferable and involvement in acquisitions a considerable advantage. This is an opportunity to make a real contribution to continued success in an intellectually stimulating environment.

C. Vaughan, Hoggett Bowers plc, St. James's Court, 30 Brown Street, MANCHESTER, M2 2JF, 061-332 3500. Ref: M18029/FT.

Financial Controller

With Strengths In Contract Costing
 Berkshire, To £27,500, Car, Benefits

This major British plc, renowned for its international operations in electrical and mechanical engineering, is committed to developing a substantial systems business. Restructuring has created a £7m turnover company, which will be expanded to around £50m in five years through organic growth and acquisition. The core activity is sales, installation and service of energy management systems for new and refurbished buildings. Reporting to the Managing Director, you will provide financial information and controls which contribute to the successful commercial management of the company and which meet demanding, though not complex, group requirements. In the early stages the role will be particularly broad, encompassing a wide range of financial and administrative issues. As the business grows, the focus will be increasingly on managing the financial aspects of large contracts to ensure profitability is optimised. A qualified accountant aged 28-40, you must have a thorough understanding of contract costing, gained in a substantial contracting or systems company. You should be totally committed to full involvement in a rapidly expanding company and confident of your ability to make a strong contribution. Progression opportunities within the group are excellent.

S.P. Spindler, Hoggett Bowers plc, George V Place, 4 Thames Avenue, WINDSOR, SL4 1QP, 0753-85651. Ref: W11057/FT.

Group Accountant

East Midlands, Attractive Salary, Car, Benefits

High standards of quality and customer service have been the keys to success for this established and progressive small full listed plc. Their future development plans include acquisitions, the introduction of new products, and a continuing policy of capital investment. Responsibilities, which will necessitate multi-site involvement, include the consolidation and critical review of management accounting information, budgets and monitoring internal control procedures. Candidates, qualified ACA/ACMA, must demonstrate a sustained track record in the accounts function within a manufacturing or engineering environment. Ideal experience includes the analysis of business performance, formulating budgets, implementing internal controls, and the application of computer systems. Good communication skills and the ability to identify potential problem areas are necessary personal qualities. Age will not be a restricting factor for the right candidate. Relocation as required.

Dr. J.H. Wright, Hoggett Bowers plc, 3 Wellington Court, Wellington Street, CAMBRIDGE, CB1 1HZ, 0223-324441. Ref: F11028/FT.

These positions are open to male or female candidates. Please telephone for a Personal History Form to the relevant office, quoting the appropriate reference.

SENIOR FINANCIAL ANALYST

£19,000 W. London

Leading global Financial Services organisation seeks an ambitious newly qualified/analyst CIMA for career opportunity. Responsibilities include preparing budgets and monthly forecasts for senior management and producing financial presentations on their behalf. You will need at least 3 years relevant experience and be familiar with LOTUS 1-2-3. Please contact Sue Turner for further details.

ACCOUNTANCY APPOINTMENTS
 7 PRINCES STREET, W. LONDON, W2C 2EX

SENIOR INTERNAL AUDITOR

£17,000 - £20,000

Prestigious S.E. Kent Co. seek a qualified Accountant aged 35, with at least 3 years post-qualification experience. You will be performing + completing internal audits, contributing to the development of detailed audit programmes, preparing reports, investigations etc. involving UK + Overseas travel. Early promotional prospects.

Apply now to Suzanne Wood Woodland Consultancy Services - Sun Alliance House, 29 London Road, Bromley, Kent, BR1 1DG, 01 464 7884 Accountancy Recruitment Specialists

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 ext 3351

Deirdre Venables
 ext 4177

Paul Maraviglia
 ext 4676

Elizabeth Rowan
 ext 3456

Financial Controller

Central London to £40,000 + Car

Our client is a major force in retail banking within the United States. The bank has established offices in London, Tokyo, Singapore and Europe, where activity in the world's money and merchant banking markets has become increasingly important.

A vacancy has arisen for the position of financial controller, reporting to the Head of Operations, and in turn supervising a department of eleven staff. The four main areas of responsibility encompass financial control, planning and analysis, regulatory reporting and management accounting.

The role carries responsibility for development of the accounting and reporting systems, and

will therefore involve liaison with the Computer department. There is also a high level of communication with head office in the United States.

The successful applicant is likely to be a qualified accountant aged 33-40, with considerable experience in the financial services sector. This individual will be ambitious, self motivated and have well developed interpersonal and leadership skills.

If you match this profile and feel able to meet the challenge offered by this exciting opportunity, please contact Diane Forrester ACA on 01-831 2000 or write to her at 39-41 Parker Street, London WC2B 5LH.



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 International Recruitment Consultants
 London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
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Financial Controller

New Opportunity

Hants/Wilts

c £25,000
 + bonus and car

Our client is one of the leading construction groups in the South of England with a turnover of about £50 million. In addition to their major contracting activities, specialising in residential and commercial developments, they also have shopfitting, plant hire and other companies allied to the building industry. Their high reputation in the industry puts them in a strong position to take full advantage of the buoyant property market.

Prospects are therefore very exciting but strong financial management is critical in order to maximise the group's full profit potential.

They are seeking a Qualified Accountant, aged 30-40, with several years broad based experience in a medium sized company. In-depth experience of computer based systems is essential.

A fully competitive salary and attractive range of benefits are offered and there are also excellent prospects of subsidiary company Board appointments within the medium term.

The group headquarters are located in a pleasant rural setting and relocation assistance will be available.

Please send concise details, including current salary and daytime telephone number, quoting reference D2022, to W. S. Gilliland, Executive Selection Division, Grant Thornton Management Consultants Limited, Grant Thornton House, Melton Street, Euston Square, London NW1 2EP.

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هكذا صحت العمل

Sunrise publishing venture with heavy investor support
Finance & Administration Director
£40,000 + package. Equity potential.


Our client, the HAMFIELD PUBLISHING GROUP, have signalled the launch of a brand-new colour magazine this autumn. Distributed nationwide with the country's leading regional newspaper titles, this independent publishing venture has received investor funding to the tune of £8m.

To complete the multi-discipline senior management team, they now wish to appoint an accomplished Finance Director to spearhead the rapid establishment of financial systems and procedures, management information disciplines and the development of water-tight credit control functions.

Based in London and reporting directly to the Managing Director, you will be a qualified accountant aged 28-35 able to demonstrate strong technical competency, allied to commercial trading instincts. This demanding start-up situation will appeal strongly to those with entrepreneurial skills who are keen to work alongside experienced production and marketing personnel, in a fast-moving and competitive environment. Previous experience of the publishing/communications industry would be distinctly advantageous.

The package is particularly attractive, with substantial profit participation in the event of post-launch success. Equity is available for the successful candidate. A prestige car and comprehensive benefits package apply.

Written applications, with details of availability for interview in the London area should be forwarded immediately to:
Alan Dickinson, Deputy Managing Director,
Michael Page Partnership, 39-41 Parker Street,
London WC2B 5LH.



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FKI BABCOCK PLC
Finance Directors
£25,000 - £35,000 Package + Car

Our client, FKI Babcock PLC, is a growth orientated UK based multi-national, generating an annual turnover in excess of £1,000m. Recent acquisition and restructuring has produced a requirement for Finance Directors at a number of autonomous subsidiaries within the Electrical Products Group.

Operating in the electrical and engineering sectors, the Electrical Products Group is well placed to continue its policy of expansion by exploiting its existing markets and further strategic acquisitions.

The subsidiaries turnover range in size from £8 - £35 million and in each case the Finance Director will assume total responsibility for all finance and related functions in a demanding business environment. In particular he/she will be required to adopt a "hands-on" approach to the development and implementation of sophisticated financial and manufacturing control systems, strict cost discipline and cash management as well as providing comprehensive financial information to the management team.

Candidates aged 28-38 should be qualified accountants who can demonstrate a successful track record gained in an engineering based manufacturing business. In addition to strong technical ability, the drive and ambition to succeed in a dynamic fast moving operation is essential. Progression prospects within the group are excellent and relocation facilities are available where appropriate.

Please send your application enclosing a full cv and quoting ref 504 to your nearest Michael Page Partnership office:


North West:
Iain Blair ACMA, Michael Page Partnership, Clarendon House,
81 Mosley Street, Manchester M2 3LQ. Tel: 061-228 0396.

West Midlands:
Tony Hodgins ACA, Michael Page Partnership, Bennetts Court,
6 Bennetts Hill, Birmingham B2 5ST. Tel: 021-228 0396.

East Midlands:
Rod Shaw, Michael Page Partnership, Imperial Building, Victoria Street,
Nottingham NG1 2EX. Tel: (0602) 483480.



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 International Recruitment Consultants
 London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
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Technical Consultants
Chartered Accountants
Central London **to £25,000 + car**

Our client, the Technical Directorate of the Institute of Chartered Accountants in England and Wales, is involved in the strategic development of the accounting and auditing standards and guidelines of the future. It also provides an advisory service to its members. Exceptional opportunities have arisen for several high calibre Chartered Accountants to undertake a project orientated role. Working in conjunction with a variety of consultative committees, you would be involved in:

- Developing accounting standards and recommendations
- Developing auditing standards and guidelines
- Examining new and prospective parliamentary legislation

You will be responsible for drafting the relevant standards and guidelines following meetings and consultations.


Based in the Institute's headquarters in Moorgate, you will join a high calibre team, enjoying a considerable degree of autonomy and responsibility.

In addition you will maintain regular contact with key members of the accountancy profession and senior City figures.

If you are a graduate and are keen to become involved in the technical and policy making aspects of the profession, our client will be happy to give you full details without commitment.

The excellent benefits include flexible working hours and relocation expenses where appropriate.

In the first instance call Juliet Comcock on 01-831 2000 or write to her at Michael Page Partnership, 39-41 Parker Street, London WC2B 5LH.



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GROUP FINANCIAL CONTROLLER
Central London
FCA's 35 - 40 **to £40,000 + car + benefits**

Our client, a major international publishing group, is seeking to recruit a Group Financial Controller for their central London head office.

Reporting to the Group Finance Director, the role will cover responsibility for the production of statutory financial accounts, monthly financial and management accounts, budgets, budget/actual variance analysis and remedial action, draft tax planning, computerised financial systems enhancement, systems integration of acquired subsidiaries, financial staff control, recruitment, training and development. Prospects are excellent as the role is seen as a preparation for Board status in due course.

Candidates (male or female) should be at financial controller level in a sizeable manufacturing or service group, have first class staff management and communications skills, have an outgoing personality and be capable of using computer modelling techniques.

Please send a copy of your C.V. to **George Ormrod B.A. (Oxon)**, Douglas Llambias Associates Limited at our London office quoting reference **No. 2249**.



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 TELEPHONE: 01-836 9501

FINANCIAL CONTROLLER
Property Development Company
c. £25,000 + Car **Cambridge**

A young and expanding public company involved in property development. Company turnover is currently in the region of £5M.

This is a broadly based financial controllership with the emphasis on the provision of meaningful management information, particularly in relation to project costing. You will be directly responsible to the managing director for the financial management and administration of the company, assisted by a small team of staff. You will work closely with the managing director in making key commercial policy decisions and with banks and other financial institutions. Prospects for development with the company are excellent.

The successful candidate will be aged between 25 and 30, a qualified accountant who has experience of managing projects and project financing. A candidate seeking a first move from the accountancy profession to industry would be considered if experience is relevant. A "hands on" management style is required, technical ability, use of micro computers and a capacity to contribute to the direction of the business as a whole.

Please reply in confidence, giving concise career, personal and salary details to:
 Malcolm Walton, Cambridge Trust p.l.c., Pound Hill House, Pound Hill Road, Cambridge CB5 0AE.

Cambridge Trust p.l.c

FINANCIAL DIRECTOR
DROITWICH **£30,000 + bonus + car etc.**

Reddiplex is a specialist plastics manufacturer that successfully markets a product range and supplies general trade requirements. The current turnover rate of £10m, has been growing at over 30%, which is set to continue.

The need for a substantially increased management contribution from the financial/M.I.S. area is recognised by the Directors, who now wish to add to their team a qualified accountant who will participate in their company's growth.

Applicants should have all those attributes which are so adequately and often described in advertisements for director level jobs, but in particular the desire to become part of an enterprising team who are motivated by business success.

Please contact **C.D. Dawson, Reddiplex Limited, The Furlong, Droitwich, Worcestershire, WR9 9BG; tel. (0905) 774301**

Management Accountant
Attractive negotiable salary
London, West End

The Asea Brown Boveri Group is one of the world's largest electrical and electronic engineering companies. Quality, reliability and a real commitment to customer service are the key elements in our success story.

Information plays a key role in our organisation, enabling management to make well informed decisions. As a result the position of Management Accountant has a visible influence on decision making at senior level.



As the source and focal point for management information, you will report to the Financial Controller and be responsible for the day to day running of the accounts department. Managing a team of nine, you will ensure deadlines are met at all times.

As a qualified Accountant, ACCA or ACA and aged 25+, you will have had experience of running an accounts department in either a sales, service or commercial environment. In addition you will need to be an innovative thinker with a creative approach to solving problems combined with excellent communication and team-management skills.

Previous PC accounting experience is essential.

In addition to an excellent salary our comprehensive benefits package includes generous holiday entitlement, contributory pension, life assurance, private medical insurance and free season ticket.

If you are looking for a position with responsibility and challenge, please send a detailed cv in the first instance to: **Iain Buttle, Personnel Manager, ABB Industry Ltd, Northern Centre, Manchester International Office Centre, Sneyd Road, Manchester M22 5TW.**

The Bank of Bermuda Limited
(Incorporated in Bermuda in 1976)
ASSISTANT MANAGER
CORPORATE FINANCE

We are seeking a professional looking for their next career challenge. The challenge is to further develop an extensive reporting system to be used by senior management in corporate decision making. As a result, you will be in the hub of corporate financial activity.

The Bank of Bermuda Limited, Bermuda's largest bank, is a banking, trust and investment management organisation with over \$3.5 billion in assets and 1,400 staff in 6 locations worldwide.

This is a highly visible position. You will be managing a group of professionals responsible for developing the Bank's corporate finance function. Emphasis will be on financial aspects of business planning and related financial controls.

This will be a progressive step with growth opportunities for a Chartered Accountant or an MBA with good career progression and five to ten years' relevant experience in corporate finance.

The successful candidate will be able to demonstrate a blend of management, analytical and interpersonal skills. Communication ability must be highly developed as there will be close liaison with other staff administrators and line managers both locally and overseas.

We offer a competitive tax-free salary and benefits package.

Please FAX or mail your resume before Friday 8 July 1988 to Kay Taplin, Personnel Officer, The Bank of Bermuda Limited, Minister House, 12 Arthur Street, London EC4R 9AB, fax 623 1688, or call her on 01-623 5531.

If your spouse will be seeking employment in Bermuda, please include his/her resume.

Interviews will be conducted in Canada and the UK in mid-July.

The Leeds Castle Foundation
 a charitable organisation, which owns Leeds Castle, Maidstone, Kent, a premier conference centre and third most visited stately home in England, with supporting service outlets, invites applications for the post of

FINANCIAL CONTROLLER

The successful candidate will be a Chartered Accountant and have at least five years experience at management level, preferably associated with the hotel/insurance/retail sectors. He/she will report to the Managing Director of Leeds Castle, and will have responsibility for the total finance functions. The job will be based at Leeds Castle. Experience in computerised accounting is required. Impeccable references are essential.

Remuneration will be based on individual suitability and experience, but will be commensurate with the seniority of the position and not less than £25,000 per annum.

Application, with Curriculum Vitae in strictest confidence, to:

Graham Jackson,
 Managing Director,
 Leeds Castle Enterprises Ltd,
 Leeds Castle, Maidstone, Kent ME17 1PL.



Closing date for receipt of applications 8 July 1988

Group Finance Director (Designate)

South Yorkshire

£30,000 + Car + Benefits

Our client, Video House PLC, is a privately owned group of companies engaged in the distribution of high quality leisure products. A recent expansion programme, coupled with the recruitment of a high calibre management team leaves them ideally placed for their introduction to the stock market.

They seek to recruit an outstanding, commercially orientated Finance Director to take responsibility for their current expansion programme in addition to managing the existing finance team. The successful applicant will be expected to input significantly into other commercial functions and to make a major contribution to the maximisation of turnover and profitability. This is a high profile role requiring the quality of action rather than delegation.

Candidates will be qualified accountants, preferably chartered, aged 30-40, who can demonstrate a high degree of entrepreneurial flair, general commercial awareness and self-motivation. Direct contact with the group's external advisors necessitates a strong personal presence, which will also be essential in order to meet the demands of a service driven organisation. For the right individual prospects are exceptional.

Comprehensive relocation facilities are available where appropriate. Interested applicants should write to Stephen J. Broadhurst, quoting ref: L8453 at Michael Page Partnership, Leigh House, 28-32 St Pauls Street, Leeds LS1 2PX. (Tel: 0532 450212).

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call 01-248 8000

Tessa Taylor
ext 3351
Deirdre Venables
ext 4177
Paul Maraviglia
ext 4676
Elizabeth Rowan
ext 3456

Assistant Financial Controller

Hertfordshire
£25,000 + car

Our client is an autonomous manufacturing and distribution group. The company, turnover £65m, is going through a period of significant change and seeks to strengthen the central financial team.

The role has responsibility for the international group reporting coupled with treasury and PC computer systems development work. There will be high exposure to the senior management within the group and current involvement with the UK locations will be necessary on special project assignments.

Candidates should be qualified accountants with broad accountancy experience, shirt sleeve and flexible approach.

Please telephone or write enclosing full curriculum vitae quoting ref: 221 to:

Nigel Hopkins FCA,
97 Jermyn Street,
London SW1Y 6JE
Tel: 01-839 4572

Cartwright Hopkins

FINANCIAL SELECTION AND SEARCH

CORPORATE FINANCE

Thames Valley

£25,000 + Benefits

Our client, a major international company and world leader in a number of applied technology industries, is presently experiencing rapid expansion both organically and by acquisition. To complete a high profile management team, there is an immediate requirement for a dynamic individual to join the company's corporate finance group.

Candidates should be graduates who qualified with a 'Big 8' firm and have a minimum of 18 months post-qualified experience. The successful applicant is likely to be an excellent communicator with the ability to liaise effectively with Senior Executives and Main Board Directors. A good analytical mind and micro computer experience are essential.

Reporting directly to the Group Finance Director, the wide ranging activities of this team centre on acquisition appraisals and executions, as well as a variety of corporate finance issues.

In addition to a substantial salary and large company benefits, relocation expenses will be paid where appropriate. Interested applicants should contact Stephanie Warren on 01-437 0464, or write enclosing brief details to the address below.

ROBERT WALTERS ASSOCIATES

RECRUITMENT CONSULTANTS
Queens House 1 Leicester Place Leicester Square London WC2H 7BP
Telephone: 01-437 0464

STRATEGIC FINANCIAL MANAGEMENT Computer Industry North West

Our client is a £200 million turnover marketing led company supplying, integrating and servicing computer based business solutions to the UK market. Their reputation for high quality customer service and support coupled with an aggressive commercial strategy support their aim to be UK market leaders with strength in the European market by 1992. A key area of business operations is the £160 million turnover Product Sales Division which, following reorganisation and relocation, seeks to strengthen the senior management team.

FINANCE DIRECTOR £45,000 + Car + Equity Options

The Finance Director will play a leading role in the commercial development of the business through the implementation of strict financial controls, strategic planning and commercial decision making. As the division is regarded as crucial in terms of corporate development the postholder will also represent the business to financiers, city analysts and professional advisers.

The successful candidate will possess outstanding technical skills, commercial awareness and interpersonal skills coupled with the ability to direct a rapidly growing business. He or she will also possess the drive and ambition necessary to direct a £500 million turnover business by 1992.

FINANCIAL CONTROLLERS £30,000 + Car + Benefits

Financial Controllers are required for two of the business units within the Product Sales Division. Reporting to the Unit Directors and to the Finance Director, the positions will carry responsibility for the commercial interpretation of financial information and the day to day financial control of the business.

Candidates, probably aged 28-35, will be qualified accountants with a track record of achievement in a fast growing business. Personal drive and strength of character are essential in order to take advantage of outstanding career prospects within financial and general management.

These are high profile roles within a rapidly growing business and therefore the company provides a highly competitive salary and benefits package with relocation facilities where appropriate.

Interested applicants should send a comprehensive career résumé including salary history and daytime telephone number, quoting reference 2944, to Peter Hornby, Executive Selection Division.

Touche Ross

P.O. Box 500, Abbey House, 74 Mosley Street, Manchester M60 2AT.
Telephone: 061-228 3456.

MANAGER, FINANCIAL PLANNING AND ANALYSIS

Brussels

ACA, MBA, ACMA

Outstanding
Expatriate Package

Our client is a highly profitable US Multinational with worldwide manufacturing and sales operations within the automotive industry.

An opportunity has arisen in a new area with responsibility for strategic analysis and financial forecasting. This high profile role encompasses the company's European, African and Middle Eastern activities and involves extensive liaison with marketing and operations management.

Aged between 28 and 35 the successful candidate will be able to demonstrate a proven track record within a multinational organisation. A creative and pro-active

approach, together with a willingness to travel to a variety of the company's European operations, will provide the basis of a future career within international general management.

Benefits include a high-base salary, substantial bonuses and company car. Fluency in French or another European language is desirable.

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He/she will report directly to the Divisional Finance Director and be functionally responsible for financial administration in a region consisting of 5 independent profit responsible operating companies.

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Commercially aware
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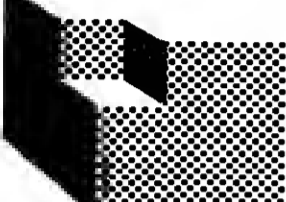
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Please write with a detailed C.V. and a letter describing why you would be suited to the job, to Michael Jarvis at MJP, Broadway House, 2-6 Fulham Broadway, London SW6 1AA.

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Imperial Trident Life is part of the international Laurentian Group with worldwide assets of over £4 billion. The UK interests include life assurance, unit trusts, investment management, banking and property management. As the result of expansion and internal promotion we are seeking two ambitious professionals to join the Internal Audit division. From early in 1989 this will be located in our prestigious new corporate headquarters at Barnwood on the outskirts of Gloucester. The group is also investing substantial sums in Information Technology in order to position itself at the forefront of the market place.

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Financial Controller
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The successful applicant will be a chartered accountant, aged 30 to 35 and possessing strong commercial, technical, management and communication skills. Experience in contracting and a knowledge of PC based accounting systems will be an advantage.

Projects Accountant
 North East **c. £15,000 + Car**

With the current reorganisation of the finance department there is a need to review critically the existing systems, recommend improvements and undertake the implementation of the changes. In addition a review of the medium term computer requirements of the company will be required in order to identify the most appropriate strategy to be followed. The appointee will also assist the group financial controller with various ad hoc assignments and undertake an internal audit role.

The successful applicant will be a chartered accountant aged 25 to 30 with good communication skills, a working knowledge of computer systems and a willingness to travel.

Please reply giving career, personal and salary details to:
 Nigel Towers, Arthur Young Management Consultants,
 Northam House, 12 New Bridge Street West, Newcastle upon Tyne NE1 8AD.


Arthur Young Management Consultants
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Head of Financial Services
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Further particulars can be obtained from the Personnel Officer, Sunderland Polytechnic, Langham Tower, Ryhope Road, Sunderland SR2 7EE, or telephone (091) 567 6231 Ext. 11.

Deadline for receipt of applications: Friday, 15th July, 1988. (Applicants please note the intention to hold interviews during the second week in August, 1988).

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Applicants who will probably be presently employed in the Private Accountancy Tuition Sector are invited to telephone or write to:

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There will be some overseas travel and the opportunity to develop consultancy assignments.

Ideally with at least five years' post qualification experience, candidates will have good managerial and creative business skills with the ability to handle a challenging, varied and demanding job. International consulting and contract negotiation experience is desirable but above all an energetic, commercial approach is required.

Initial salary is negotiable, with excellent performance related prospects. Generous benefits include free travel.

Please write in confidence (quoting reference OV 473) to our Personnel Manager, Mike Swigg, 55 Broadway, London SW1H 0BD, or phone him direct on 01-227 3657.


London Transport International

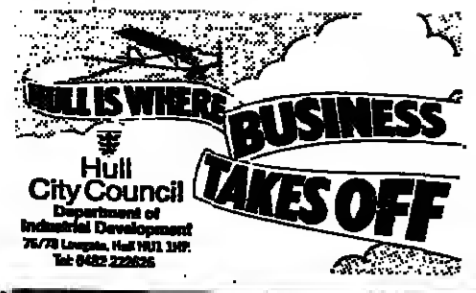
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SECTION II - COMPANIES AND MARKETS FINANCIAL TIMES

Thursday June 30 1988



General Motors top management in big shake-up

BY ANATOLE KALETSKY IN NEW YORK

GENERAL MOTORS, the leading US automotive group, has announced a series of senior management changes which seem to set the framework for an eventual competition among the company's top executives for the chairmanship. Mr Roger Smith, the current chairman is due to retire in 1990. The new appointments also confirm a return to GM's traditional system of promoting senior executives along a well-defined management hierarchy, after a period when a small number of prominent outsiders appeared to be gaining influence. Four top executives were particularly favoured in Tuesday's appointments. Mr Alan Smith, executive vice-president (EVP) for finance, was named EVP in charge of operating and public affairs staffs. Mr Robert O'Connell, vice president for finance, was promoted to EVP for finance. Mr John Smith, president of GM Europe, was appointed EVP in charge of foreign operations and Mr William Hoglund, head of the Buick-Oldsmobile-Cadillac group,

was made EVP in charge of a new power products and defence group. Mr Alan Smith, Mr John Smith, Mr Hoglund and Mr Robert Stempel, GM's president, are generally considered to be the leading contenders for Mr Roger Smith's top job as chairman. None of the Smiths are related. The appointments follow the resignation on Monday of Mr Elmer Johnson, the only top-level GM executive to have been drawn from outside the ranks of the company's own managers. Mr Johnson joined GM in 1983 after a long career as a corporate lawyer in Chicago. He was recruited by Mr Roger Smith with the express purpose of adding an "outsider's view" into GM's highly structured managerial hierarchy. Mr Johnson resigned on Monday as EVP for operating and public affairs staffs, after letting it be known through friends that he had found it hard, as an outsider, to work within the GM system.

Eaton heads GM Europe

BY KEVIN DONE IN LONDON

GENERAL MOTORS has appointed Mr Robert Eaton president of General Motors Europe, its West European passenger car operations, as part of a series of top management changes in the corporation. Mr Eaton, who played an important role in GM's purchase of Group Lotus in the UK two years ago, is an engineer by background and has largely filled engineering functions during his career with GM. Currently a vice-president and group executive of GM's Technical Staffs in Detroit, he will replace Mr John Smith, who has

been president of GM Europe for little more than a year. The appointment takes effect from tomorrow. Mr Smith joined GM Europe in February 1986 when the organisation was established in Zurich to co-ordinate all GM's car operations in Europe, including its Adam Opel subsidiary in West Germany and Vauxhall in the UK. GM Europe staged a dramatic recovery last year and accounted for 35 per cent of GM's profits on only 14.5 per cent of group turnover.

Ambrands sued over junk bond plan

BY JAMES BUCHAN IN NEW YORK

FOUR BIG Wall Street investors in junk bonds have sued American Brands, the tobacco, spirits and financial services group, to try to prevent it transferring \$1.5bn in bonds to a less credit-worthy company. The suit, which signals a growing activism among big holders of these low-grade corporate bonds, asks a New York court to block American Brands' planned sale of part of its E-II Holdings business - and with it \$1.5bn in junk bonds - to a company owned by Mr Meshulam Riklis, the entrepreneur. The bonds were raised on behalf of E-II by Drexel Burnham Lambert, the powerful Wall Street firm best known for its bold of the junk bond market under Mr Michael Milken, its master financier. The lawsuit marks signs of disension amid the close-knit circle of buyers of Mr Milken's issues. Among the four plaintiffs, which say they own about a third of the E-II bonds, is Columbia Savings & Loan, a Beverly Hills thrift institution with large holdings of junk bonds and close relations with Mr Milken. The other three are Forstmann Ltd, the New York fund manager, Prudential Insurance and CNA Insurance. The four institutions say the proposed transfer has already wiped \$22m off their holdings. They claim that American Brands misled bondholders in January by saying they would operate E-II as a subsidiary. American Brands retorts that it never promised to guarantee the bonds. The bonds were issued by E-II to finance a takeover attempt on American Brands itself last winter. American Brands responded by taking over E-II, and the bondholders hoped that the conglomerate's higher credit rating would lead to a rise in the bonds' prices. They rejected an American Brands offer to buy out the bonds above par. But on June 13, American Brands announced it was selling a group of E-II businesses and the subordinated debt to an affiliate of Mr Riklis, who is also an associate of Mr Milken. Prices of the bonds have declined 15 per cent, the suit says. Separately, a group of institutions, including Prudential and such big investors as Metropolitan Life, is planning to form a bondholders' association to protect their rights in the event of takeovers, reorganisations and bankruptcies.

Dingman acquires stake in Henley unit

BY RODERICK ORAM IN NEW YORK

MR MICHAEL DINGMAN, chairman of Henley Group, the acquisitive California holding company, has taken a big step towards gaining personal control of one of its subsidiaries in a deal which might raise questions from the parent company's shareholders. He has paid \$103.9m for a 17.2 per cent stake in Henley Manufacturing, an industrial and special chemicals and car parts company spun off by Henley Group late this year. The price was \$3 a share compared with a closing price of Henley Manufacturing on Tuesday of \$43. The sellers were three companies - Saxonglen and Three Seas, both of Curacao, and Basak of Bermuda - owned by Mr Toufic Aboukhatir and Mr Said Khoury, Lebanese businessmen based respectively in Monte Carlo and Kuwait. The two had built up their stake from a small initial holding in Henley Manufacturing which they received when 45 per cent of its shares were spun off to Henley Group shareholders as a special dividend last December. The distribution was part of continuing efforts to improve shareholder values and raise money for Henley Group's acquisitions. Earlier this year it failed to take over Santa Fe Southern Pacific, the US railroad and natural resources group. The share purchase increased Mr Dingman's stake in Henley Manufacturing to 20.9 per cent. "I shall actively explore the feasibility of acquiring the entire equity interest in the company," he said. He is discussing with Henley Group the exercise of an option the parent company granted Henley Manufacturing at the time of the spin off. The subsidiary has the right to buy for \$13.5m the 51.8 per cent of its equity held by the parent. If bought, the shares would be retired by Henley Manufacturing, boosting Mr Dingman's personal stake in it to 48.5 per cent. The option values Henley Manufacturing's shares at just under \$20 each compared with the \$56 Mr Dingman paid for his latest tranche. The shares rose \$9 1/4 to \$22 1/4 in early trading yesterday. Mr Norman Ritter, a spokesman for both Henley Group and Henley Manufacturing, said the option was fairly priced. "I think it is important to look at the totality of the investment." He said the buyback would boost the price of Henley Manufacturing shares. Since most investors hold shares in both the parent and the subsidiary, they would gain on the latter what they might lose from the former's decision to sell at below market price.

Offer 'likely for Pullman'

BY OUR FINANCIAL STAFF

THE PULLMAN Company, a US manufacturer of truck trailers, aircraft seats and industrial equipment, said a group led by Mr Thomas Begel, chairman and chief executive, is considering making a proposal later this week to acquire the company for an expected \$7.50 a share or a total of \$308m. The news triggered a rise in the New Jersey-based concern's stock, which rose 3 1/4 to 7 1/4 by lunchtime in heavy trading. Analysts said investors apparently expected a higher bid to emerge. "I think \$7.50 will not be the final price," said Mr Richard Rieger, of Ladenburg Thalmann. Pullman is mainly involved in producing transportation equipment and automotive components. In the year ended September 30, its net income was \$14.4m on sales of \$613m.

Quaker State bid dropped

BY OUR FINANCIAL STAFF

SHARES IN Quaker State, a leading US marketer of motor oil, dropped in early trading yesterday following the withdrawal of a \$675m or \$28.50 per share takeover bid by Ardshiel, a little-known New York-based investment firm. Ardshiel indicated it was withdrawing its offer because of Quaker State's policy of silence concerning Ardshiel's proposal to acquire the company on a negotiated basis. Ardshiel said it reserved the right to buy or sell, in open market or private transactions, Quaker State stock and to make another proposal to acquire the company at a future date. The bid was announced in April, with Ardshiel leading an investor group. At Tuesday's close, Quaker State's shares closed at \$23 1/2.

Motown Records sold to bankers group for \$61m

BY OUR NEW YORK STAFF

MOTOWN RECORDS, the label that brought black soul music into the main stream of American culture, has been sold for \$61m to a group of white Boston investment bankers and MCA. The label, which created legions of black recording stars and was once the largest black-owned business in the US, will be owned 80 per cent by Boston Ventures, an ambitious young investment firm specialising in management buy-outs in the media business. The remainder will be held by MCA, the film and entertainment conglomerate which has revenues from the record business of \$480m. The deal, which was completed on Tuesday, follows long talks with Mr Berry Gordy, the Detroit carworker who founded Motown with just \$800 in 1959. At its heyday in the late 1960s, artists such as Diana Ross and the Supremes, Marvin Gaye and the Four Tops were belting out hits faster than any label before or since. Motown's main artists - Stevie Wonder, Smokey Robinson and Lionel Richie - are expected to stay with the label. But after 1971, when Mr Gordy moved the business from the Motor City to Los Angeles to concentrate on film, the label declined. Annual revenues are thought to be less than \$50m. The key to the deal is a huge catalogue of music from Motown's glory days, thought to number more than 15,000 master recordings. Although Mr Gordy has exploited the catalogue on compact disc, Boston Ventures and MCA believe this gold mine can be worked over more thoroughly. Mr Gordy is retaining Motown's film and music publishing divisions. MCA and the Boston firm, best known for hacking the successful \$1.1bn buy-out of MetroMedia in 1984, are seeking a black chief executive to help attract new recording talent.

UK pensions fund code


BY ERIC SHORT, PENSIONS CORRESPONDENT, IN LONDON

INVESTMENT by UK company pension schemes in their parent companies in any form is unhelpful and undesirable, according to a report published today by the Investment Committee of the National Association of Pension Funds. The report puts forward a code of best practice for trustees of pension funds, advising that such funds make no further self-investment and should dispose of any existing investment in the parent company. Company pension schemes are established under trust, one aim being to separate the financial operations of the pension scheme from those of the parent. This in turn implies that the pension scheme would not hold any of its assets in the parent company - holdings in the parent company equity, no loans to the company, no owning of property rented to the parent company. However, avoiding any self-investment does mean foregoing certain investment opportunities, particularly if part of the investment strategy is for some or all of the fund's UK equity holdings should follow or "track" the FTActuaries All-Share Index.

This announcement appears as a matter of record only.

NEW ISSUE

29th June, 1988



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NEW ISSUE

29th June, 1988



KATO SPRING WORKS CO., LTD.

U.S. \$40,000,000

4 1/4 per cent. Guaranteed Notes 1993

with

Warrants

to subscribe for shares of common stock of Kato Spring Works Co., Ltd.

The Notes will be unconditionally and irrevocably guaranteed by

The Sanwa Bank, Limited

Issue Price 100 per cent.

Yamaichi International (Europe) Limited

Banque Paribas Capital Markets Limited	Baring Brothers & Co., Limited
Commerzbank Aktiengesellschaft	Deutsche Bank Capital Markets Limited
Fuji International Finance Limited	HandelsBank NatWest (Overseas) Limited
Kuwait International Investment Co. s.a.k.	Leu Securities Limited
Morgan Stanley International	Nippon Kangyo Kakumaru (Europe) Limited
Sanwa International Limited	Sanyo International Limited
SBCI Swiss Bank Corporation Investment banking	Taiheyo Europe Limited
S.G. Warburg Securities	

INTERNATIONAL COMPANIES AND FINANCE

YOKOGAWA ELECTRIC CORPORATION

Warrants to subscribe for shares of Common Stock of Yokogawa Electric Corporation issued in conjunction with an issue of U.S. \$100,000,000 2 1/4 per cent. Bonds due 1992 with Warrants.

Pursuant to Clause 3 (xii) of the Instrument dated 10th August, 1987 under which the above Warrants were issued, notice is hereby given as follows:

- 1. On 10th May, 1988 the Board of Directors of the Company resolved to make a free distribution of shares of its Common Stock to shareholders of record as of 30th June, 1988 at the rate of 0.11 new shares for each share held.
2. Accordingly, the subscription price of the Warrants will be adjusted effective 1st July 1988, Japan time. The subscription price in effect prior to such adjustment is Yen 1,159 per share of Common Stock, and the adjusted subscription price will be Yen 1,044.10 per share of Common Stock.

Yokogawa Electric Corporation
9-32, Nakacho 2-chome, Musashino-shi, Tokyo, Japan
By:
The Bank of Tokyo Trust Company
Disbursement Agent

30th June, 1988



BANCA NAZIONALE DEL LAVORO
INCORPORATED AS AN ISTITUTO DI CREDITO DI DIRITTO PUBBLICO IN THE REPUBLIC OF ITALY
HEAD OFFICE IN ROME
VIA VITTORIO VENETO, 119
ORDINARY RESERVE L. 308.000.000.000 - CAPITAL L. 1.327.194.170.000
FULLY PAID

DIVIDEND PAYMENT FOR THE FINANCIAL YEAR 1987

In accordance with the resolutions made at Shareholders' Meeting of the Banca Nazionale del Lavoro on 30/4/1988, the dividend relative to the financial year 1987 will be paid as from 17/5/1988.

The payment of a gross dividend of L. 800 on savings shares and of L. 133,699 on the savings shares with dividend rights accruing from 1/11/1987 - increased by the share of dividends pertaining to the savings shares owned by the Bank - will be made against presentation of coupon no. 5 at all the branches of Banca Nazionale del Lavoro, and also at the following banks:

- BANCO DI NAPOLI, BANCO DI SICILIA, BANCO DI SARDEGNA, ISTITUTO BANCARIO S. PAOLO DI TORINO, MONTE DEI PASCHI DI SIENA, BANCA COMMERCIALE ITALIANA, CREDITO ITALIANO, BANCO DI ROMA, BANCA POPOLARE DI NOVARA, BANCA POPOLARE DI MILANO, BANCA POPOLARE DI BERGAMO, CASSA DI RISPARMIO DELLE PROVINCE LOMBARDE, CASSA DI RISPARMIO DI TORINO, CASSA DI RISPARMIO DI ROMA, BANCA NAZIONALE DELL'AGRICOLTURA, NUOVO BANCO AMBROSIANO, BANCA CATTOLICA DEL VENETO, BANCO DI SANTO SPIRITO, BANCA TIBURTINA DI CREDITO E SERVIZI, MONTE TITOLI.

The dividend on the ordinary shares, special saving shares and on saving shares with other entitlements to dividends, can only be cashed at the branches of Banca Nazionale del Lavoro.

Deutschebank to retain Fiat stake

BY ALAN FRIEDMAN IN TURIN

DEUTSCHEBANK has decided to become a permanent shareholder in Fiat, the Italian motor group, by treating as a "permanent participation" the 2.5 per cent equity stake it has had on its books since the 1986 international placing of Libya's shareholding in Fiat.

Mr Gianni Agnelli, the Fiat chairman, said in Turin yesterday that he had received a letter from Mr Alfred Herrhausen, the Deutschebank chairman, informing him of the decision. Deutschebank, which now becomes the fourth biggest Fiat shareholder, after two Agnelli family companies and Mediobanca, the merchant bank, organised and led the attempt in 1986 to place \$2.1bn of Fiat shares that were previously owned by the Libyan Arab Foreign Investment Company (Lafico).

The Deutschebank placing, the largest Euro-equity sale ever attempted, came under heavy criticism by market makers after the Fiat share price fell sharply and large amounts of Fiat stock remained unplaced.

Mr Agnelli first disclosed last September that Deutschebank had about DM1bn (\$650m) of Fiat stock on its books. He said at the time that he thought the German bank's decision on whether to maintain its stake would depend on market conditions and tax considerations. Yesterday, Mr Agnelli made public part of Mr Herrhausen's letter in which Deutschebank explained the decision to become a permanent shareholder "in the light of the European development and the political objective of creating a single internal market by 1992."

Deutschebank also said the decision would give the bank's industrial tradition a European dimension and would represent "a convincing acknowledgement of our commitment to Italy, expressed two years ago when we acquired Banca d'America d'Italia in Milan."

Since the Fiat Euro placing, Deutschebank has suffered a book loss of 40 per cent on its purchase price. The 2.5 per cent shareholding in Fiat now has a stock market value of \$381m.

In other developments, Mr Agnelli yesterday announced that Viscount Etienne Davignon, the director of Societe Generale de Belgique, had been named a new Fiat director along with Mr



Gianni Agnelli: backs creation of European Central Bank

Mario Monti, a prominent Italian economist.

The Fiat chairman, in a wide ranging press conference, also disclosed the following: Fiat is discussing with the state owned Finmeccanica group a possible restructuring of the air craft engine and railway equip-

ment sectors that could result in a swap of assets.

Fiat's Telettra telecommunications subsidiary has had "contacts" with the Matra group of France that could result in a joint venture. Mr Agnelli also said he was in favour of the creation of a European Central Bank and criticised implicitly the position of Mrs Margaret Thatcher, who has opposed the project. Commenting on this week's European Summit in Hannover, the Fiat chairman said: "I have the impression that apart from the isolationist approach of Great Britain, which is an island, there was a general consensus."

Mr Agnelli also criticised the "inefficiency" of Italy's public administration and said he was worried about the rising cost of money and inflationary pressures.

Fiat said its group turnover had risen by 15 per cent in the first four months of 1988 to L4,500bn (\$10.8bn) with an operating margin of about 10 per cent. For the whole of 1988 Fiat expects total turnover of around L43,000bn, against last year's L39,655bn.

Massa to raise DM250m via rights

By Halg Simonsen in Frankfurt

MASSA, THE West German discount stores chain, which is now closely linked to the Asko stores group, plans a one-for-four rights issue of 750,000 new shares. At yesterday's closing price of DM235.50, the issue would raise just over DM250m (\$159m).

No date has been given for the transaction, which is being led by Deutsche Bank. However, further information may become available at a Massa news conference on July 6. Meanwhile, Massa said it would pay an unchanged dividend for 1987 of DM10 for its ordinary shares and DM11 for its preference shares.

The new shares will be fully valid for this year's dividend, and Asko, which has now raised its stake in Massa to 49.9 per cent, intends to take up its full allotment, according to the company. Massa's sales rose by 11 per cent to DM3.3bn last year, and the company says business has continued to develop well so far in 1988. Profits should rise further, thanks to the takeover of 14 Besser discount stores, with annual turnover of DM650m. Earnings per share in 1987 rose to DM15.45 according to the DVFA method, against DM14.70 last year, it said.

Hertle, one of Germany's leading department store chains, made group net profits of DM4.2m last year after unbroken accumulated losses of DM653m since 1977. The company expects to be modestly profitable again this year.

Hertle's sales fell by 1 per cent to DM5.6bn in 1987 but turnover for the first half of this year improved by 0.5 per cent with sales at Hertle's four specialist retailing chains, which concentrate on electronics, entertainment and clothing, increasing by 28 per cent to DM275m.

Torras Hostench to issue new bonds

TORRAS HOSTENCH, the Spanish paper group controlled by the Kuwait Investment Office, is to issue up to Ptas50bn (\$417m) in new bonds and carry out a share split over the next three years. The company also announced 1987 profits had risen strongly, moving up to Ptas14,16m pre-tax from Ptas9.54m a year ago.

Euroc to sell Dynapac unit to Compenta

By Sara Webb in Stockholm

EUROC, THE Swedish building materials and trading group, has agreed to sell Dynapac, its building equipment business, for SKr650m (\$80.4m) to Compenta, a Swedish heavy engineering group.

Eurow said the disposal was in line with its decision to concentrate on the building materials business, both at home and abroad. In view of the building boom in Sweden and the state of acquisitions it has made recently, Eurow expects 1988 profits (after financial items) to be "considerably better" than last year's figure of SKr467m. Sales in 1987 totalled SKr6.79m.

Compenta plans to raise SKr300m through the issue of new shares and debentures to cover the acquisition cost. Mr Bjorne Holmquist, managing director of Compenta, said that Dynapac's products would complement the company's existing range of earth-moving equipment.

Sharp recovery at Opel

BY ANDREW FISHER IN FRANKFURT

ADAM OPEL, THE West German subsidiary of General Motors of the US, turned in a sharply improved result last year, with net profits of DM472m (\$266m) after a loss of DM142m in 1986, and expects this year's figure to be at least as high. Mr Horst Herke, the chairman, said the sharp turnaround stemmed from higher domestic sales, the benefits of the heavy investment spending, and new models like the up-market Omega and Senator. Turnover was 16 per cent higher at DM17.2bn. The 1988 result would be "no less positive."

However, in a press conference which coincided with a demonstration by several thousand workers outside the Opel headquarters in Rüsselsheim near Frankfurt - production was stopped for an hour - he also stressed the need to cut costs and work more efficiently. Drawing a comparison with GM plants in Spain and Belgium, where more flexible labour agreements had been agreed, he said these could not be ignored in the three German plants, employing

some 53,000 people. Like other German car companies, Opel has invested large sums to keep down production costs and develop new models, and is investigating how to operate its plants more productively.

Opel hoped to save around DM1bn on costs up to the end of 1991. Echoing recent statements of other German motor company chairmen, Mr Herke said Germany had the highest labour costs, the shortest working times, the highest corporate taxes, and the highest energy costs among competing countries. But he added that no-one need worry about losing their job.

Speaking outside the press conference, Mr Richard Heller, head of the Opel works council, said workers were concerned about future cuts in the labour force through possible shifts of component and full car output abroad. This would be the "bleeding to death" of Opel's oldest plant in Germany.

However, Mr Walter Schlotfeldt, the personnel director, said only that cost studies had identified a possible 2,700 jobs which

could be saved by natural wastage, including 1,400 at Rüsselsheim where some 30,000 people are employed. He declined to comment on estimates of as many as 5,000 job reductions. Mr Heller expressed the fear that up to 9,000 jobs could go through non-replacement of those leaving.

Mr Schlotfeldt had to leave the press conference after demands from the workforce to see the board. To an initial chorus of boos, he said no decisions about future jobs had yet been taken, adding that the management would anyway meet with the works council next Tuesday.

Mr Heller said Opel's good results last year should produce a more optimistic approach. Mr Ferdinand Schwenger, the finance director, however, said Opel's profit goals had not yet been achieved. Because of past losses carried forward, Opel paid no profits tax in 1987. If it had paid tax, and a dividend to GM, which has not received a payment from Opel since 1973, profits would have been DM212m, a return on turnover of only 1.2 per cent.

All of these securities having been sold, this advertisement appears as a matter of record only.

20,000,000 Shares



Empresa Nacional de Electricidad, S.A. (National Electric Company)

6,000,000 Shares

14,000,000 American Depositary Shares

Representing 14,000,000 Shares

This portion of the offering was offered outside the United States and outside the Kingdom of Spain by the undersigned.

This portion of the offering was offered in the United States by the undersigned.

Goldman Sachs International Corp.

S. G. Warburg Securities

Goldman, Sachs & Co.

Morgan Stanley & Co.

- Banque Paribas Capital Markets Limited
Dresdner Bank Aktiengesellschaft
Banco de Vizcaya
Banco Exterior (Suiza) S.A.
Banco Santander de Negocios
Banque Indosuez
Commerzbank Aktiengesellschaft
Credit Suisse First Boston Limited
Deutsche Bank Capital Markets Limited
Morgan Stanley International
N. M. Rothschild & Sons Limited
Societe Generale
Westdeutsche Landesbank
Bank J. Vontobel & Co. AG
DG BANK
Swiss Volksbank

- Baring Brothers & Co., Limited
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Banco Espanol de Credito, S.A.
Banco Hispano Americano, S.A.
Bilbao Merchant Bank
Cazenove & Co.
County NatWest Limited
Daiwa Europe Limited
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Julius Baer International Limited
Bayerische Hypotheken- und Wechsel-Bank
Lombard, Odier International S.A.
Thinkaus & Burkhardt KGaA

- Alex. Brown & Sons
Drexel Burnham Lambert
PaineWebber Incorporated
Shearson Lehman Hutton Inc.
Wertheim Schroder & Co.
William Blair & Company
Oppenheimer & Co., Inc.
The Robinson-Humphrey Company, Inc.
Wheat, First Securities, Inc.
Furman Selz Mager Dietz & Birney
Johnson, Lane, Space, Smith & Co., Inc.
Needham & Company, Inc.
The First Boston Corporation
Kidder, Peabody & Co.
Prudential-Bache Capital Funding
Smith Barney, Harris Upham & Co.
Dean Witter Capital Markets
J. C. Bradford & Co.
Piper, Jaffray & Hopwood
Thomson McKinnon Securities Inc.
Baleman Eichler, Hill Richards
Howard, Weil, Labouisse, Friedrichs
Johnston, Lemon & Co.
Raymond James & Associates, Inc.
Dillon, Read & Co. Inc.
Lazard Freres & Co.
L.F. Rothschild & Co.
Salomon Brothers Inc
S.G. Warburg Securities
Advest, Inc.
Arnold and S. Bleichroeder, Inc.
A. G. Edwards & Sons, Inc.
McDonald & Company
Prescott, Ball & Turben, Inc.
Tucker, Anthony & R. L. Day, Inc.
The Chicago Corporation
Cowan & Co.
Interstate Securities Corporation
C.J. Lawrence, Morgan Grenfell Inc.
Stifel, Nicolaus & Company
Sutro & Co.

International Coordinator Goldman, Sachs & Co.

June, 1988

Handwritten signature in Arabic script

AUTOMATED MANUFACTURING

The Financial Times proposes to publish this survey on:

28th JULY

For a full editorial synopsis and advertisement details, please contact:

MEYRICK SIMMONDS
on 01-248 8000 ext 4540

or write to him at:

Bracken House
10 Cannon Street
London
EC4P 4BY

FINANCIAL TIMES
EUROPE'S BUSINESS NEWSPAPER

SATELLITE BROADCASTING

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29th JULY

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SARAH PAKENHAM-WALSH
on 01-248 8000 ext 4611

or write to her at:

Bracken House
10 Cannon Street
London
EC4P 4BY

FINANCIAL TIMES
EUROPE'S BUSINESS NEWSPAPER

INTL. COMPANIES AND FINANCE

RESPONSE TO HAY DAVISON PROPOSALS

HKSE acts to reshape committee

BY DAVID DODWELL, IN HONG KONG

HONG KONG'S stock exchange committee - which was the butt of blunt criticism in the recently published review of the local securities industry led by Mr Ian Hay Davison - yesterday moved to pre-empt government-directed reform by announcing plans to recommend a widening of the committee's make-up.

The plans, which will be put to an extraordinary meeting of stock exchange members on July 20, represent a substantial shift from initial stiff resistance to proposals in the Hay Davison report that seats on the committee should be given to corporate member firms as well as to people outside the industry.

Until now the committee has been made up of individual broker members of the exchange.

The Hay Davison report com-

plained that the stock exchange committee had acted as "an inside group that treated the exchange as a private club," and recommended these changes as a crucial first step to making the exchange more accountable to the interests of investors.

Voluntary action by the exchange authorities is intended to repair the battered authority of the governing body and protect the principle of self-regulation that would be threatened if the Government forced reform by legislative means.

Mr Robert Fell, who after the October crash was drafted in as the exchange's chief executive, said yesterday: "If we don't get a favourable result from the July 20 meeting, it will be a very black day for the stock exchange." The recommendation would require support from 75

per cent of members present and voting at the EGM.

He added: "It is quite clear that the Government will bring in legislation if we do not move ourselves. Our seizing the initiative now is the best indication that we intend to take Davison at his word. He said self-regulation should continue in Hong Kong, and we intend to demonstrate that we can do this effectively."

"We resent and reject the suggestion that the stock exchange cannot get ahead with things on its own."

In a letter to stock exchange members, Mr Robert Yue, the exchange chairman, argued: "We wish to maintain the authority of the exchange. To do this we must show to government and to the investing public that the exchange does not need government action in the carrying out

of any necessary changes. We must act quickly and we must act decisively."

He added that early reform would place the exchange's ruling body in a stronger position to influence major reforms expected later this year in the Securities Commission that currently acts as government watchdog over the industry.

The Hong Kong Government yesterday welcomed the exchange's "voluntary efforts" to reconstitute the committee. Mr David Nendick, acting Financial Secretary, said that if the Government had to force change by legal means, a new exchange committee would not be in place "until at least the end of the year." Voluntary action would make it possible for a new ruling body to be operative by October, he said.

Surge at Japanese drug groups

SHIONOGI and Tanabe Seiyaku, two Japanese pharmaceuticals companies, yesterday produced solid gains in consolidated net earnings, despite the effects of official medicine price cuts and what both called stiffer competition in the industry, AP-DJ reports from Tokyo.

Shionogi said group net earnings rose 23.9 per cent in the year to March to ¥11.77bn (\$90.5m) on sales up 4.8 per cent to ¥276.5bn. Net earnings per share came to ¥33.78, up from ¥27.82.

Tanabe Seiyaku said consolidated net earnings in the 11 months which ended in March were ¥8.54bn against ¥5.82bn in the previous full year. Tanabe changed its year-end to March 31 from April 30.

Per share net earnings came to ¥36.57, compared with ¥27. During the abbreviated fiscal year, Tanabe Seiyaku's sales totalled

¥197.4bn, well above the ¥188.7bn during the full 12 months before.

Shionogi cited the large number of new medicines introduced during its latest fiscal year and "the spread of medical cost-cutting policies of the past few years" as causing increased competition among pharmaceutical makers, but noted that demand was helped by the ageing of the Japanese population.

It forecast that net earnings would rise to around ¥12bn in the current year, on sales of about ¥300bn.

Tanabe Seiyaku also cited a flood of new medicines as squeezing sales during the latest reporting period. The company noted pressure on revenues from the medicine price cuts carried out by the Japanese Health and Welfare Ministry during the period. The company said revenues

were helped by brisk sales of its newly introduced Hexabrix, used in treating afflictions of blood vessel tissues.

Profits were helped by lower costs, because of concentrating on the company's mainline products and increases in productivity. Materials costs were also lower under the influence of the stronger yen, the company said.

Tanabe Seiyaku said it anticipates that net earnings would rise to around ¥10bn in the current year and sales to ¥227bn.

Meiji Seika, Japan's leading confectionery maker - which makes about half its earnings from pharmaceuticals - lifted group net profits to ¥3.06bn in its March year from ¥2.77bn. Sales were down, however, at ¥286.4bn, against ¥295.8bn. Net earnings per share were ¥7.86 compared with ¥7.14.

Sansui expects improvement after fourth loss

By Ian Rodger in Tokyo

SANSUI, the Japanese audio group, suffered a pre-tax loss of ¥2.4bn (\$18.4m) in the six months to April because of a 23 per cent fall in sales to ¥13.7bn.

This is the fourth year of losses for the group, but the directors expect revenue to rise sharply in the second half and losses to drop, in part due to plant disposals and other special items.

They forecast sales of ¥33bn for the year, up 4.2 per cent, and pre-tax losses at ¥3.8bn, against last year's ¥5.8bn.

Ricoh earnings 55% ahead

RICOH, a Japanese maker of copiers and other business machines, lifted consolidated net earnings in the year to March by 55.4 per cent to a record ¥17.02bn (\$128.3m) from ¥10.95bn, AP-DJ reports from Tokyo.

Sales were ¥674.2bn against ¥592.4bn, with overseas sales ahead 25.9 per cent to ¥255.4bn after a strengthening of production in the US and Europe. Per share net earnings climbed to ¥29.26 from ¥24.20.

Bond Media to sue over Fairfax deal

BOND MEDIA, a quoted offshoot of Mr Alan Bond's Bond Corporation Holdings, said it would take immediate legal action to recover A\$100m (US\$80.6m) it says is owed by Tryart, the vehicle for Mr Warwick Fairfax's A\$2.55bn takeover of the John Fairfax media group, Reuters reports from Perth.

The sum was originally payable

to Tryart's adviser for the bid, Mr Laurie Connell's finance company, Rothwells, Bond Media said. But it was now payable to Bond Media after Rothwells assigned the debt as part security for a loan from Bond Media, the company added.

A senior Fairfax official said Bond had a perfect right to take legal action and that Fairfax, now owned by Tryart, would

hand the case on to its lawyers.

Mr Chris Anderson, editorial director, said: "Our position is that the payment was regarded as a success payment and in our view, the takeover was not a success."

Tryart incurred heavy debts and made investments after completing the takeover at pre-October crash prices.

ASTALDI S.p.A.

ROME - On 28th June, members of the Astaldi Group S.p.A. gathered at a meeting presided over by Mr. Mario Astaldi (awarded Order of Merit for years of working experience), in order to approve the balance sheet for the year 1987.

In 1987, the Astaldi Group - thanks to the separate initiatives in the various geographical areas - achieved an overall profit of 9 billion lire, after having allowed for depreciations and reserve funds for 33 billion lire and after having allocated and paid taxes for 10 billion lire.

The group's work portfolio amounts to over 1,560 billion lire, with an increase of more than 17%.

The balance of monetary movements in 1987 presented a balance on hand of over 80 billion lire while for the index data characterizing the management of the group, the financial year revealed the following figures (in billions of lire and related to the corresponding 1986 figures):

Total profit - 507 (+5%) of which 240 (+57%) realized in Italy and 267 (-19%) accomplished abroad. Net fixed assets 205 (+46%), profits, depreciations and reserve funds 42 (-25%). The number of personnel engaged reached 7,300 (+4%).

The considerable increase in net fixed assets is due to the working investments in new machinery and equipment (with a notable modernization of the means and facilities) and also financial investments concerning the large new orders acquired.

The Astaldi Head Office has achieved a net profit of 5,976,541,271 lire.

The members present at the Meeting, having acknowledged the requirements imposed by the progress in the production process and the need to make investments, welcomed the Board of Director's proposal and resolved to consign the entire profit to reserve funds without distributing any dividends, thereby ploughing the results back into the company's assets.

Banco Nacional do Desenvolvimento Economico

U.S.\$50,000,000
Floating Rate Notes 1989

Notice is hereby given pursuant to the Terms and Conditions of the Notes that for the three months from 30th June 1988 to 30th September 1988 the Notes will carry an interest rate of 8% per annum. On 30th September 1988 interest of U.S.\$20.76 will be due per U.S.\$1,000 Note and U.S.\$207.63 due per U.S.\$10,000 Note for Coupon No. 37.

EBC Amro Bank Limited
(Agent Bank)

30th June 1988.

These securities have been sold outside the United States of America and Japan. This announcement appears as a matter of record only.

NEW ISSUE

24th June, 1988



MITSUI & CO. INTERNATIONAL (EUROPE) B.V.

(Incorporated with limited liability under the laws of The Netherlands)

5 per cent. Dual Currency Yen/U.S. Dollar Guaranteed
Bonds due 1993

unconditionally and irrevocably guaranteed by

MITSUI & CO., LTD.

Issue Price 101 1/4 per cent. of the Issue Amount

Nomura International Limited
Citicorp Investment Bank Limited
Fuji International Finance Limited
Morgan Stanley International

Mitsui Finance International Limited
County NatWest Limited
Kleinwort Benson Limited
Yamaichi International (Europe) Limited

These securities have been sold outside the United States of America and Japan. This announcement appears as a matter of record only.

NEW ISSUE

27th June, 1988



JAPAN SYNTHETIC RUBBER CO., LTD.

U.S.\$100,000,000

4 per cent. Guaranteed Bonds 1993

with

Warrants

to subscribe for shares of common stock of Japan Synthetic Rubber Co., Ltd.

The Bonds will be unconditionally and irrevocably guaranteed by

THE INDUSTRIAL BANK OF JAPAN, LIMITED

Issue Price 100 per cent.

Nomura International Limited
BHF-BANK
Daiwa Europe Limited
The Nikko Securities Co., (Europe) Ltd.
Banque Paribas Capital Markets Limited
County NatWest Limited
DG BANK Deutsche Genossenschaftsbank
Fuji International Finance Limited
Merrill Lynch International & Co.
Salomon Brothers International Limited
S. G. Warburg Securities

IBJ International Limited
Yamaichi International (Europe) Limited
Morgan Stanley International
SBCI Swiss Bank Corporation
Baring Brothers & Co., Limited
Credit Suisse First Boston Limited
Robert Fleming & Co. Limited
Kleinwort Benson Limited
Samuel Montagu & Co. Limited
Société Générale

PRICE WATERHOUSE and the FINANCIAL TIMES CONFERENCE ORGANISATION present

CAPITAL MARKETS WORKSHOP

11-13 JULY - 12-14 SEPTEMBER - 17-19 OCTOBER - 7-9 NOVEMBER - 7-9 DECEMBER

The risks involved in trading often complex instruments in the capital markets are very clear and the events of last Autumn make the problems even more immediate.

Speakers will be drawn from a panel including: Jonathan Britton, Finance Director, Swiss Bank Corporation International Ltd; Graham Skingley, General Manager, Treasury, Nomura Bank International plc; Kevin Lee, Assistant Director, Treasury and Trading Group, Baring Brothers & Co Limited; Bob Fuller, Director, Capital Markets, Charterhouse Bank Limited; John Forsyth, Director, Morgan Grenfell & Co Limited; Paul Harbary-Wilson, Assistant Manager, Baring Brothers & Co Limited; Michael Harwood, Assistant Director, ISI International Limited; Richard Wilby, Managing Director, Capital Markets, Charterhouse Bank Limited.



Registration form for the Capital Markets Workshop with fields for Name, Position, Company, Address, and Telephone.

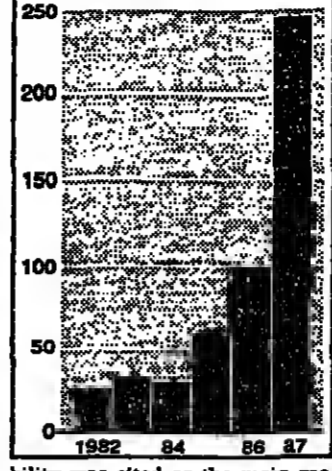
INTERNATIONAL CAPITAL MARKETS AND COMPANIES

Dominique Jackson on recent retreats from London futures trading

Why Exco pulled out of Liffe

THE NEWS that Exco Futures was beating a hasty retreat from the trading floor of the London International Financial Futures Exchange, the second broker to do so within a month, has thrown into relief some of the problems faced by Liffe in adjusting to a new and markedly different phase of development following half a decade of break-neck growth.

LIFFE Seat Prices



and to spread daily trade more evenly - UK government gilt futures still account for the bulk of contracts traded - the Liffe board proposed a rights issue which would entitle holders to have an extra trader in any of the less active or newly established contracts.

Dollar gains keep retail investors pinned to sidelines

IN THE Netherlands, the Finance Ministry's decision to launch a new 6 1/2 per cent 10 year state loan, despite fears from buoyant market conditions was seen by many dealers as a sign that the Dutch authorities are moving to borrow before interest rates do rise.

Other sectors of the market were subdued by expectations that a hike in interest rates is imminent. UK government gilts, and Eurosterling bonds in their wake, drifted slightly easier, finishing an average of 1/4 point down on the day.

Lloyds launches £100m variable rate notes

LLOYDS BANK yesterday issued £100m of subordinated variable rate Eurosterling notes in two tranches, on which the interest rate payable will be set quarterly in advance at a margin above the three month London interbank offered rate.

Placer battle faces delay

A BIDDING WAR for Placer Dome's 25 per cent controlling stake in Falconbridge, Canada's second highest nickel producer, may be subject to further delay.

NCSC examines disposal rules

THE NATIONAL Companies and Securities Commission (NCSC), Australia's corporate regulator, is seeking comment on whether the law and listing rules are adequate to cope with the sale of a controlling interest in a company by a single shareholder.

FT INTERNATIONAL BOND SERVICE

Listed are the latest international bonds for which there is an adequate secondary market.

Table of international bonds with columns for Country, Issuer, Maturity, and Yield. Includes sections for US Dollar, Yen, and other currencies.

BankAmerica Overseas Finance Corporation N.V. advertisement for U.S. \$400,000,000 Guaranteed Floating Rate Subordinated Capital Notes Due 1996.

Comerica Incorporated advertisement for U.S. \$75,000,000 Floating Rate Subordinated Capital Notes Due 1997.

Girozentrale und Bank der österreichischen Sparkassen Aktiengesellschaft advertisement for U.S. \$75,000,000 Floating Rate Subordinated Notes Due 1991.

Italex Limited advertisement for U.S. \$230,000,000 Unsecured Floating Rate Notes due 1989 to 1992.

Credit for Exports PLC advertisement for U.S. \$155,000,000 Unsecured Floating Rate Notes due 1985 to 1992.

CFX advertisement for U.S. \$155,000,000 Unsecured Floating Rate Notes due 1985 to 1992.

Losses widen at Rand London

By Our Financial Staff. RAND LONDON, the South African mining associate of NSM, the UK coal group known until recently as Burnet & Hallamshire, sharply widened its pre-tax loss to £10.3m (\$4.6m) for the year to March, compared with just £619,000.

Hochtief loan for Leighton

LEIGHTON HOLDINGS, an Australian construction and property development group, said West Germany's Hochtief, its largest shareholder, would provide it with a facility of up to \$150m for property development projects.

In addition, Hochtief would provide a nearly \$10m subordinated convertible loan facility to strengthen the group's balance sheet. This loan would be convertible into 10.5m ordinary shares at 95 cents each in the next three years, compared with the current market price of 78 cents.

Chief

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هكذا صحت القبول

Chief financial officer

West End, c£35,000 + car + benefits

GRE Properties Limited, the independent property subsidiary of GRE plc, provides comprehensive development, investment and management services. It manages funds of over £300m and invests £150m annually in direct development, mainly for GRE funds. The Company has a record of exceptional investment performance which it is determined to maintain and improve through its young and dynamic management team.

As Chief Financial Officer, you will report to the Managing Director and work with him, the four executive directors and 100-strong staff. You will establish and develop systems to support existing business and planned future growth, provide management information, introduce sound financial reporting and control and further develop computer systems support. There is already a network of 80 PCs running a property management system.

This is an exciting growth opportunity for a qualified accountant. In your early 30's, with management and systems experience, ideally in the property sector.

Résumés please, with daytime telephone number, to Robin Alcock, quoting Ref RA 945.

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Coopers & Lybrand Executive Selection Limited

Shelley House 3 Noble Street London EC2V 7DQ

GRE PROPERTIES

COUNCIL FOR NATIONAL ACADEMIC AWARDS ACCOUNTANT

CNA is a chartered body with the responsibility for awarding degrees in Polytechnics and Colleges nationally. We are seeking an accountant, preferably qualified, to make a positive contribution to our small Finance Unit.

He/she will report to our Head of Finance, and major responsibilities will include the development of computerised accounting and reporting systems, and the supervision of the accounting function. The salary will be on an incremental scale which runs from circa £16,500 to £23,400 pa. Interviews will be held on Tuesday, 2 August 1988.

For further details please contact: Personnel Office CNA, 344-354 Gray's Inn Road London WC1X 8BP Tel: 01 278 4411 ext. 279/262 The closing date for receipt of applications is 15 July 1988.



COUNCIL FOR NATIONAL ACADEMIC AWARDS

Audit Manager

London to £25K + car + package

As a successful retail chemist, Underwoods is a familiar presence on the high streets of the South East, with branches in and around London. Currently undergoing a period of appraisal and development under a dynamic new management team, we are seeking an Audit Manager to play a significant part in our future success.

A sound knowledge of retail operations and a professional qualification are essential for this key position. The audit function has a major role in improving security systems, accuracy and efficiency. You will be expected to develop and manage a programme of investigations both in the branches and at Head Office. Leading a small team, you will be producing recommendations which should result in significant improvements in the Company's operations.

Joining Underwoods at this time of change and forward-looking policy will bring you many rewards: an attractive salary and a generous benefits package, including relocation assistance where appropriate. And the opportunities for career progression will be increasing all the time.

To apply, contact Graham Cheatham, Personnel Director on 01-743 7766. Or write with full career history to him at Underwoods Ltd, White City Industrial Park, Wood Lane, London W12 7SL.

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The Senior Financial Executive will be responsible to the Retail Chief Executive for the Division's financial and systems management. Duties will include statutory and management accounting, the identification and implementation of relevant hardware and software systems and initiating and developing financial and business planning.

Ideal candidates will be chartered Accountants or equivalent with a sound record of financial management and administrative achievement at a senior level in a major retail chain.

A competitive salary is offered, negotiable up to £25,000, together with a generous package including car, pension, PPP cover and related benefits.

To apply, write with full CV to: Olga Johnson, Charity Recruitment, Garden Studios, 11-15 Betterton Street, London WC2A 9BP. Tel: (01) 373 0344

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c£18,000 + Car Cambridgeshire

Our client is an international market leader in the supply of high value premium automotive components with a turnover in excess of US Dollars 750M. To maintain their market position they now require a young, qualified Accountant to join the Group's Financial Planning Team.

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Reporting to the Group Financial Planning Manager, applicants must be fully qualified (ACA, ACCA or ACMA) and highly motivated with experience of a manufacturing environment. Excellent man-management skills are essential as you will be required to manage a small, efficient team of financial professionals.

In return for your qualifications and experience our client can offer a competitive basic salary, car and all benefits associated with a major, progressive company. Relocation assistance is provided where appropriate. Prospects for career development are superb.

To apply please write with full cv, listing separately any companies to whom you do not wish your details to be sent to:

Kath Boakes, Regional Manager, Hoggett Bowers Advertising, 10th Floor, Albany House, Harst Street, Birmingham B5 4BD.

All applications will be forwarded directly to our client who will conduct the interviews.



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The friendly working environment is small and highly pragmatic and would appeal to candidates wishing to apply their experience to date in a more "hands-on" environment.

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Touche Ross

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FINANCE DIRECTOR

Central London c.£35,000 + car

Our client, a leader in the retail of bridal and men's formal wear, has a turnover of around £20 million and has recently been the subject of an acquisition.

The finance director who is now being sought will work closely with the managing director in the expansion of the business, and there will be a strong emphasis on the improvement and development of management information and the computerised systems.

Applicants, preferably around 35 should be qualified accountants with commercial experience ideally in a retail and distribution business. Experience of staff and computer development is essential as is some degree of general management involvement.

Please send personal and career details to Carrie Andrews quoting reference F418/A.

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ACCOUNTING MANAGER - SURREY £33,000
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Outstanding corporate finance opportunity, to joint market leader.

FINANCIAL CONTROLLER - C. LONDON £30,000
Age 25/35 - Independent television production company. Fast expanding plc, would suit the energetic and enthusiastic seeking complete involvement.

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Strategic plans to move the business forward and take full advantage of the development potential creates the opportunity to appoint an energetic and commercially minded Financial Director (designate).

You will work alongside the Managing Director to ensure bottom-line profitability, and also the effective management and development of financial systems to meet the needs of a rapidly changing environment.

Probably in your 30s-40s, you must have a good accountancy background, excellent business acumen, and sound management and communication skills, along with the ability to take a high profile and make a major impact on the business.

Please send a comprehensive CV in confidence to:

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PLUMMER PARSONS
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FINANCIAL DIRECTOR

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The management style is entrepreneurial and the demands of the market place call for fast-reactions and good commercial judgements.

The Finance Director answers to the Managing Director and will:

- be a qualified accountant, aged between 30-45, ideally 35-40.
- Hold a senior financial management responsibility, preferably with experience of financial control of a group of companies.
- have some experience, financial or commercial, of doing business overseas preferably gained in a service industry environment or in a "Contractors" organisation e.g. construction, civil, building services or petro-chem.
- be prepared for some overseas travel.

Prospects are very good; the parent organisation has an excellent record of inter-group promotions.

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Please send full career details in the first instance to The Appointments Manager, Bartlett Advertising Ltd, Bartlett House, Greenhill's Rents, Smithfield, London EC1M 6HS. All replies will be passed direct to the Consultant advising on this appointment.

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UK COMPANY NEWS

All-round growth lifts Thorn EMI

BY TERRY DODSWORTH, INDUSTRIAL EDITOR
PRE-TAX PROFITS at Thorn EMI, the diversified UK retail and industrial group, jumped by 41 per cent from £159.5m to a record £225.3m in the year to March 31 underlining the financial turnaround since its managerial crisis in 1985.

Mr Colin Southgate, chief executive, said yesterday that the rise had been achieved by improvements across the full range of the company's activities. This included a significant change in the fortunes of Immos, the group's semiconductor subsidiary, which has turned into profit over the last few months after several years of losses.

Turnover for the year fell to £3.1bn (£3.2bn), reflecting the disposal of the company's domestic appliance activities and the Ferguson television manufacturing subsidiary.

Operating profits, however, rose by 29 per cent from £173.3m to £223.7m. About one third of this increase was contributed by three new acquisitions - the Jarnkonst lighting company in

Scandinavia, a group of Continental European rental businesses bought from Granada, and the Rent-A-Center retail business acquired in the US.

Following an extensive reorganisation and disposal programme over the last three years, Thorn is now split into four main divisions. Among these, the most dramatic turnaround in operating performance came in the consumer and commercial segment, which includes lighting, and which achieved profits of £20.3m last year against £5.4m in the previous 12 months. Mr Southgate said there were still great opportunities for cost reductions in this division.

In rental and retail, profits rose from £128.1m to £147.9m, while in the technology division, which includes the group's defence interests and Immos, they increased from £29.4m to £39.4m. Immos lost £10m over the whole of last year, but turned into profit in the last quarter, and has since made about £1.5m in the first quarter of this year.



Colin Southgate: change in Immos fortunes

£123.3m against £74.9m. Earnings per share rose by 21 per cent to 53.1p (43.9p), while dividends are being increased by 19 per cent from 18.5p to 22p.

Storehouse pays out £599,000 to ex-directors

By Maggie Urry
 Two directors - Mr Denis Cassidy and Mr Colin Williams - who left Storehouse, the retail company, last September have received a total of £599,000 in early retirement provisions and other compensation for loss of office. The figure is revealed in Storehouse's annual report published yesterday.

Mr Cassidy had been deputy chairman and chief executive and Mr Williams assistant managing director of BHS, the chain store with which Storehouse merged early in 1988.

They both resigned when Sir Terence Conran, the Storehouse chairman, announced that he was recruiting a new chief executive from outside the group. That post was later filled by Mr Michael Julien.

In his chairman's statement Sir Terence thanked Mr Cassidy and Mr Williams "for their combined forty-seven years' energetic and dedicated service."

Mr Cassidy is now chairman of Gillow, the furniture retail group which includes Waring & Gillow and Maples.

The accounts also show that the Conran Foundation, a charitable trust of which Sir Terence is a trustee, reduced its shareholding in Storehouse from 900,000 shares to 550,000 during the year.

Sir Terence's salary, excluding pension contributions, rose from £99,517 to £117,630.

GEC rises 6% to £708m despite strength of sterling

BY TERRY DODSWORTH, INDUSTRIAL EDITOR
BOTH TURNOVER and pre-tax profits at General Electric Company rose by 6 per cent last year, with most of the group's divisions turning in higher trading profits.

The results, described as "gratifying" by Lord Prior, chairman, were affected negatively by exchange rates during a period when sterling strengthened against most trading currencies.

If exchange rates had held at the previous year's level, trading profits would have been 18 per cent higher, said Lord Prior. In the event, they rose by 14 per cent from £482m to £561m, while pre-tax profits increased from £688m to £708m, and sales from £5,250m to £5,550m. The pre-tax figure would have reached £730m if the same exchange rate had been applied.

Lord Prior said that the group had been involved in absorbing

several important acquisitions during the year, and would "continue to seek suitable opportunities for acquisition, collaborative arrangements and the expansion of our overall operations". In international markets the group was continuing to win orders, and "there was every prospect of further successes".

The divisional breakdown showed a decline in trading profits in the medical equipment division, which GEC had hoped to merge with the medical activities of Philips of the Netherlands before the preliminary agreement fell through earlier this year.

Profits fell to £21m from £26m in this division, and were static at £46m in the automation and control division and in distribution and trading (£12m). But profits rose in all the other divisions, reaching £206m against £174m in electronic systems and components, and £102m compared to £95m in telecommunications and business systems. There was also a big turnaround in consumer products, where GEC manufactures the Hotpoint range. This division showed a profit of £52m against £35m.

The total order book fell to £5.9bn from £6bn, and the group's net cash position also showed a reduction to £1.38bn from £1.73bn, reflecting acquisitions during the year. The company spent £490m on acquisitions, and this, along with lower interest rates, accounted for a reduction in income receivable from loans and investments to £132m from £182m.

Earnings per share amounted to 16.9p against 15.8p. The proposed final dividend of 4.7p raises the total for the year to 6.5p from 5.3p, an increase of 23 per cent.

Lincat to join USM at £7.78m

BY FRONA THOMPSON
 Lincat Group, a catering equipment manufacturer, is to join the Unlisted Securities Market via a placing which values the company at £7.78m.

Charterhouse Bank is placing 2.55m shares, representing 37.8 per cent of the enlarged equity, at 115p, to raise £2.94m.

Lincat, incorporated in 1971, designs and makes a wide range of commercial catering equipment, including grills and griddles, toasters, electric fryers, hot drink dispensing machines, meat and vegetable slicers and food trolleys.

The group's customers are pubs and restaurants, clubs, and canteens in schools, hospitals and factories.

The growth of the leisure industry and the tendency for people to eat more meals away from home have given a boost to the UK catering equipment market, as has the pressure on pubs to provide food of a higher quality than cheese rolls.

Of the 2.55m shares placed, 294,645 are being sold by John and Martin Craddock, president and chairman respectively; 1,99m are being placed by Charterhouse

Sainsbury off to good start

The current year had started well at J. Sainsbury, food retailer, Sir John Sainsbury, the chairman told the annual meeting.

The company would have the benefit of opening a further 18 stores but, as last year, their opening dates were heavily concentrated in the second half.

This was largely accounted for by planning delays, but it was expected that by next year the increased number of stores in the development programme would result in a much improved spread through the year.

KLP to hold £9m rights issue to finance two US acquisitions

BY DAVID WALLER
 KLP Group, independent sales promotion company, is expanding in the US with the acquisition of two companies for a maximum of \$35.6m (£15m). KLP is also holding a \$9m rights issue, the bulk of which will be used to finance the initial cash payments for the two US companies.

Details of the acquisitions emerged yesterday as KLP announced a 88 per cent increase in pre-tax profits to £1.53m for the six months to the end of March. It reported a broad advance across all fronts, and earnings per share improved by 20.7 per cent to 9.58p. The interim dividend was raised from 1.5p to 2.1p, while turnover rose from £15.5m to £24.7m.

The two acquisitions are the sixth and seventh purchases KLP has made this financial year. Metro Seliger Industries, a direct-marketing agency based in New York, and Field Research Corporation is a research company located in San Francisco.

MSI, founded in 1989, provides a range of direct-marketing services including graphic art, printing, mailing, data capture and warehousing. Field Research is a

consumer, market and public opinion research agency known for conducting the California Poll.

Turnover at MSI has grown from \$9.98m in 1984-85 to \$11.66m last year, and pre-tax profits have climbed from \$340,000 to \$1,199,000 over the same period. At Field Research, sales have grown from \$4.04m to \$5.33m between 1985 and 1987, and pre-tax profits from \$356,000 to \$621,000 over the same period.

The initial consideration for MSI is \$6.5m (£3.8m) in cash, with up to another \$10.5m payable depending on post-tax profits performance in the four years to October 1992. The initial consideration for the smaller company is \$2.6m, subject to further performance-related payments of \$6m. Some \$5.5m of the money raised by the rights will be used to finance the initial cash payments.

A further \$200,000 will be used as the first of a series of payments to Mr Gerry Postlethwaite, KLP is bringing forward its plans to buy out his 25 per cent stake in KLP International, a holding company 75 per cent of which is owned by KLP. In time, he will receive a second payment of £175,000 and a maximum performance-related payment of £437m payable over the next four years.

Mr Postlethwaite joined the board of KLP in 1984 with a brief to expand the company's international activities via the holding company. KLP said yesterday that it was buying out Mr Postlethwaite's minority stake because of the group's increasing commitment to international expansion.

This showed through in the interim figures, as about £200,000 of the pre-tax total came from Comput Associates, the US marketing and promotion agency bought for an initial \$20m last year and included for the full six months. According to Mr Colin Lloyd, chief executive, this figure would have been 15 per cent higher but for the effect of exchange rates on translation into sterling.

In the rights issue, shareholders will be entitled to one new convertible for every ordinary share held. On the basis of 9.5m shares in issue at the moment, the shares on conversion will amount for £2 per cent of the enlarged equity.

Berisford subsidiary launches £75m debenture issue

BY CLARE PEARSON
 BRITISH SUGAR, the refining subsidiary of S&W Berisford, diversified industrial and trading group, yesterday raised £75m worth of 25-year funds through an innovative placing in the London bond market.

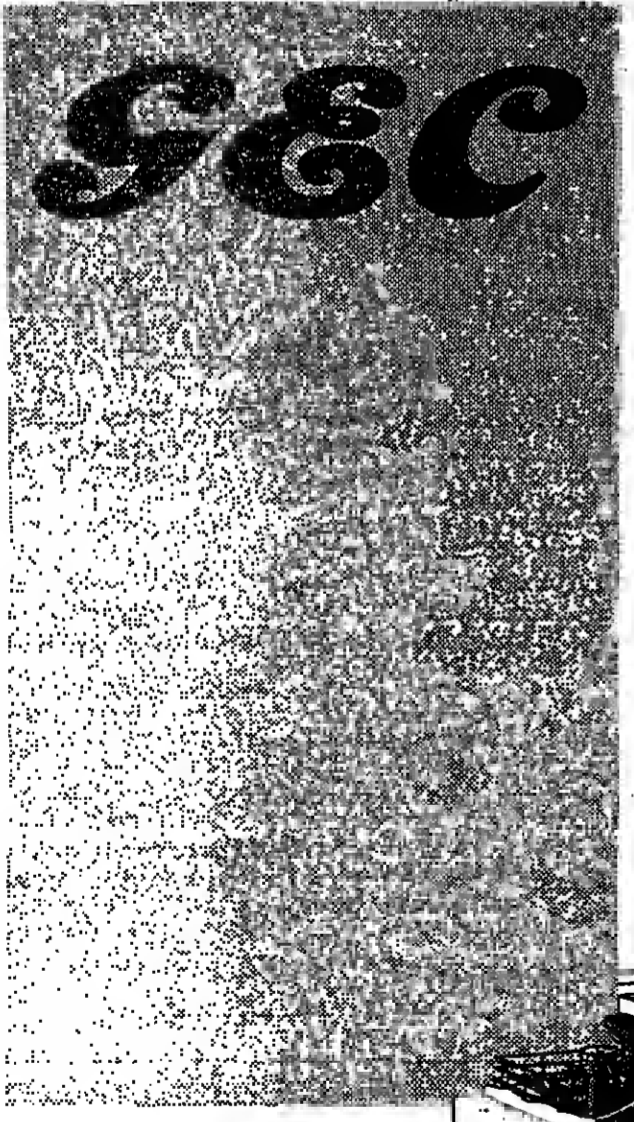
The issue is a debenture, secured on British Sugar's factories. But its documentation provides greater flexibility for the borrower than the very restrictive covenants attached to such bonds have in the past.

Concern about the restrictiveness of these covenants has been the main reason why no British industrial companies have borrowed in this form for more than two years, even though it is cheaper than borrowing on an unsecured basis.

British Sugar's cost-of-funds on yesterday's issue was about 1/2 percentage point lower than would have been the case if it had issued a bond that was not secured on its assets. Mr Tom

Quinn of Berclays de Zoete Berisford into fixed rate borrowings, Mr Philip Aaronberg, chief financial officer, said.

The crucial difference between the documentation of British Sugar's debenture, and that of the previous standard debt issue is that it does not include the so-called "tickler" clause. This effectively prevented the issuer from being able to invest in any business other than that it was carrying on at the time of issue.



900MW-a powerful and efficient newcomer for the 21st century.

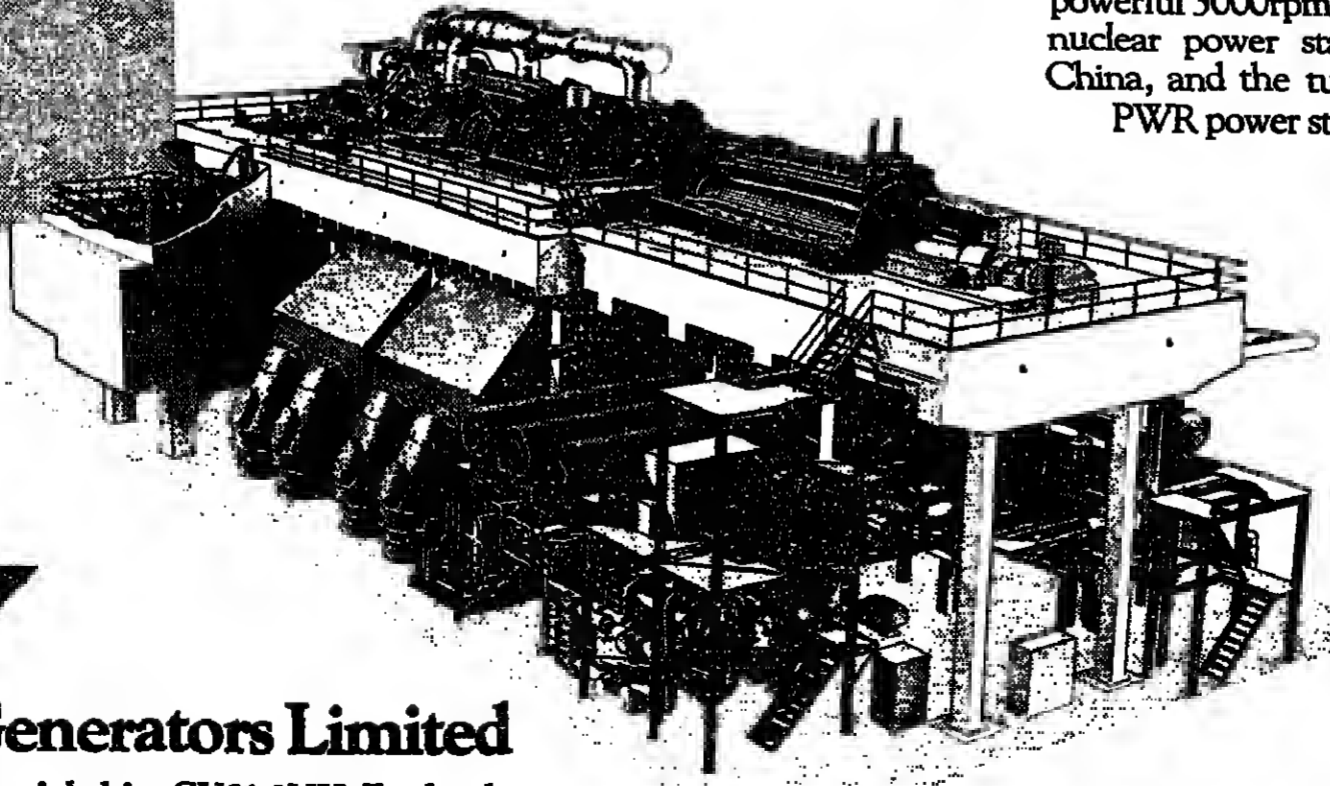
Following the evaluation of competitive tenders, the Central Electricity Generating Board has awarded GEC Turbine Generators Ltd a contract to design and supply two 3000rpm 900MW steam turbine generators for the first of Britain's new generation of coal fired power stations.

These new machines of advanced design will be the most powerful of their type in the Western World and Japan. Their higher thermal efficiency and lower specific capital cost than any turbine generator currently operating in the UK will lead to lower electricity costs.

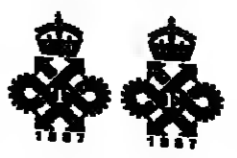
— leading for Britain.

During the last 10 years, the Company has supplied 85% of the UK's steam turbine generator exports. This amounts to more export business than any of its competitors in Western Europe or the USA.

The Company has an exceptional record of service performance and delivery. During the last decade contracts have been won for 46 turbine generators with an output of over 23,000MW of which 21 are currently being built and commissioned. These include some of the world's most powerful 3000rpm turbine generators for a PWR nuclear power station in the People's Republic of China, and the turbine generators for Britain's first PWR power station - Sizewell B.



GEC Turbine Generators Limited
 Newbold Road, Rugby, Warwickshire CV21 2NH, England.
 Telephone: Rugby (0788) 77111. Telex: 31463.



Handwritten note in Arabic script: "هذا أصل الخبر"

UK COMPANY NEWS

Blue Arrow below expectations

BY PHILIP COGGAN

SHARES in Blue Arrow fell by more than 10 per cent yesterday after the employment group announced interim results which were below analysts' expectations.

Arrow's profits now come from outside the UK, including 41 per cent from the US. As a result, the weakness of the US dollar knocked around £2m off the interim profits figure.

See Lex

Buckley's fails to release full-year figures

BY NICKY TAIT

Buckley's Brewery, the South Wales brewery formerly controlled by Mr Peter Clowes and Mr Guy Cramer, yesterday failed to release its widely-expected full-year figures.

announced yesterday that Mr Barry Tyler had resigned as deputy chairman and non-executive director. Mr Tyler is a senior dealer at Murray & Co.

Emess refused French bid injunction

The French appeal court has refused a preliminary injunction to the UK lighting producer Emess against a ruling by the Paris Bourse rejecting its offer for Holophone, the French lighting and industrial glass group.

Emess offered FF7,798.5m for Holophone, topping a Thorn offer. It believed it was assured of success because it had already received commitments from shareholders representing 57 per cent of the French company's capital.

In the meantime, Thorn lodged a new unconditional offer of FF912.5m which was registered by the stock exchange. Under French takeover rules Emess would normally be required to exceed this bid by at least 5 per cent.

Racal appointees

Racal Electronics yesterday announced that it had appointed Goldman Sachs as global co-ordinator of October's proposed flotation of its telecommunications division, which principally consists of Vodafone, the mobile telephone company.

Savoy staff speak out

Employees at the Savoy Hotel do not want to be taken over by Trusthouse Forte, it is claimed in a robust letter sent to the Financial Times yesterday, signed by 19 members of staff at the Savoy's flagship hotel in the Strand.

Godwin swings into profit

A YEAR of reorganisation enabled Godwin Warren Control Systems, Bristol-based manufacturer of electronic and computerised control systems, to report a move into profit.

Horace Cory £3.2m purchase

Horace Cory, chemical colour manufacturer, announced the acquisition of Ellis Jones, Stockport-based pigment maker, for £3.2m in cash and shares.

North British shares suspended

Shares in North British Steel Group were suspended at 3.30p yesterday afternoon. The company said that a potential bid approach had been received and an announcement should be made in the next few days.

Cory also announced an interim dividend of 0.4p and said that if the offer becomes unconditional in all respects, it would declare a final 0.75p on the enlarged share capital for the 15 months ending March 31 1988.

Far East Resources in £17.5m deal

Far East Resources, an oil and gas company which owns rights to explore in the Philippines, is expanding its interest in the area in a deal worth about £17.5m. It will gain control over operation of the concessions in both the North Cebu island and Bondon areas of the Philippines.

Hardys & Hansons advances 11%

Hardys & Hansons, Nottinghamshire-based brewer, lifted profits before tax by 11 per cent to £2.13m in the six months to April.

DIVIDENDS ANNOUNCED

Table with columns: Current payment, Date of payment, Corresponding dividend, Total for year, Total last year. Includes rows for Crosby (James), GSC, Godwin Warren S, Gresham House, Hardys & Hansons, KLP Group, Nesco Invs, Shoropham S, Thorn EMI.

Dividends shown pence per share not except where otherwise stated. *Equivalent after allowing for scrip issue. *On capital increased by rights and/or acquisition issues. *USM stock. *\$USM stock. *Third market.

BOARD MEETINGS

Table with columns: Company Name, Date. Includes rows for TrustDohler Income Fund, Scorronia, Shares and Midcontinent Exhibition, System, Trigon, Lloyd, Walker & Stark, Wigmore, FUTURES DATA, Epsom Trust, Law & Borer, Rowan, Television, Transport Development, Tribune by Trust, First Security, Helios, Stewart & Wright.

Nesco up sharply

Nesco Investments, electricity supplier in Nigeria and garage owner in Leicestershire, reported a significant improvement in pre-tax profits from £7,000 to £211,000 for the year to end-March. This was in spite of a further 29 per cent devaluation of the naira.

Gresham House

In the year to December 31 1987, the net asset value of Gresham House, investment trust, increased marginally from £5.07 to £5.61 per 25p ordinary share. Total income £2.54m (£2.7m). Interest and expenses took £2.03m (£2.13m), leaving pre-tax profits of £512,000 (£575,000). After tax of £58,000 (£127,000) earnings per share were 18.2p (12.4p).

Hardys & Hansons advances 11%

Hardys & Hansons, Nottinghamshire-based brewer, lifted profits before tax by 11 per cent to £2.13m in the six months to April.

had been similar to that for the first half year, they added. Interest from the group's substantial cash and investment mountain contributed a net £383,000 (£358,000). The tax charge was estimated at £744,000 (£872,000), leaving earnings per share of 27.8p (26p).

A quietly confident statement from THORN EMI.

All major businesses meet or exceed ambitious targets:

Profit up by 41% to record £225.3m

EPS up by 21% to 53.1p from 43.9p

Dividends up by 19% to 22p from 18.5p

- THORN EMI now the world's leading TV and video renter; acquisitions in the USA and Europe add to wide-ranging international expansion. EMI Music's volume and profit increase for the third successive year. Lighting's profit increases by over 50%. Järnkonsert acquisition strengthens international product range and Nordic market position. Buoyant Security, Software and Electronics businesses help boost overall Technology profit by 34%. Turnover for the continuing businesses for the year to 31 March 1988 grew to £2,971m from £2,655m in the previous year, a 12% increase. Profit before finance charges increased to £243.7m (last year £191.8m) and profit before taxation rose by 41% to £225.3m (£159.5m). Earnings per share increased by 21% to 53.1p (43.9p). An interim dividend of 6.0p per share (5.0p) was paid in March 1988. The Board is recommending a final dividend of 16.0p per share (13.5p), payable on 7 October 1988 to Ordinary Shareholders on the register as at 14 July 1988.

This makes a total of 22.0p for the full year - an increase of 19% over last year's 18.5p. Investment in tangible fixed assets during the year reached £398.6m (£326.8m) comprising rental equipment £272.2m (£208.9m) and other fixed assets £126.4m (£117.9m). In commenting on the results in his statement to Shareholders, Sir Graham Wilkins, Chairman, states: 'I am pleased to report a substantial advance in the overall profitability of your Company last year. We achieved a 21 per cent increase in earnings per share at 53.1p - another significant step forward. Net borrowings at the year-end amounted to £58.4 million, thus further improving our net gearing ratio to only 9 per cent. These results show that we have fundamentally improved our position by every key measure of financial performance. Having successfully completed this turnaround, we now have a sound financial base from which to realise our ambitious plans for future growth. I am therefore confident that we shall continue to achieve a progressive increase in earnings per share over the foreseeable future. Last year's results are a reflection of the environment for success created by our new operating style. In particular, our performance is a measure of the growing stature and quality

of the management in our business. And it is a commentary on the commitment and support given by our employees at all levels in all the countries where the Group operates. Profiles THORN EMI is a major international company with a presence in 43 countries and competing successfully in 140 markets around the world. Its operations generate a turnover of close to £3,000 million. THORN EMI is focused on major businesses in Rental and Retail, Music and Lighting, and on operations in the areas of Security, Electronics, and Software. The Group employs 64,000 people, one-third of whom work in its operations outside the UK.



THORN EMI plc, 4 Tenterden Street, Hanover Square, London W1A 2AY.

The contents of this statement, for which the Directors of THORN EMI plc are solely responsible, have been approved for the purposes of the Financial Services Act 1986 by Ernest & Wharney as an authorised person. The rules of the SIB require a statement that past performance is not necessarily a guide to the future.

This notice has been authorised by Charterhouse Bank Limited and is issued in compliance with the requirements of the Council of The Stock Exchange. It does not constitute an invitation to the public to subscribe for or purchase shares.



LINCAT GROUP PLC

(Registered in England with company registration number 1019610)

Placing by CHARTERHOUSE BANK LIMITED

A member of The Royal Bank of Scotland Group of 2,554,934 Ordinary Shares of 10p each at a price of 115p per share payable in full on application

Table with columns: Authorised, Issued and to be issued fully paid, in Ordinary Shares of 10p each, £576,247, £1076,247. Includes contact information for Charterhouse Bank Limited and McCaughan Dyson Capel Cure (UK) Limited.

This advertisement is issued in compliance with the requirements of the Council of The Stock Exchange. It does not constitute an invitation to any person to subscribe for or purchase shares.



(Incorporated in England and Wales under the Companies Acts 1962 to 1980 - Registered No. 95035)

This advertisement is issued in connection with a placing by Hambros Bank Limited of 1,390,000 ordinary shares of 10p each at 118p per share

BMSS PLC is a traditional builders' merchant operating from 19 outlets primarily located in the West Midlands, Merseyside and Wales. It supplies a comprehensive range of products for the building trade, with emphasis on "heavy side" building materials and also imports its own timber.

Table with columns: Authorised, Issued and now being issued fully paid, £ No. of shares, £ No. of shares. Includes contact information for Hambros Bank Limited and Albert E. Sharp & Co.

UK COMPANY NEWS

Steeley rights issue to raise £68m

BY PHILIP COGGAN

Steeley, building materials company, yesterday launched a one-for-five rights issue to raise around £68m for its expansion plans overseas.

The company is offering around 24.9m shares at 250p each, an 18 per cent discount to yesterday's opening price of 345p. The shares fell 15p to 325p yesterday.

Steeley said the rights issue, which is its first since 1974, was needed to allow the group to continue its policy of

expansion in Europe and the US.

The company has made two major acquisitions since the start of this year - Carrieres de la Melleraie in France, in which it has invested £30m and Canteras La Pola in Spain for £2m. In addition, the company has made other acquisitions in the UK and France costing a further £2m.

Steeley is now the biggest aggregates producer in France, and is keen to build up its position in Spain and the

North Eastern corner of the US, where it made two acquisitions in 1987.

With capital expenditure of £55m already approved this year, the company believes it is time to reduce its gearing which has increased from 17 per cent to 37 per cent since the end of the last financial year.

Last year, Steeley made pre-tax profits of £60.27m on turnover of £487m. Analysts are looking for £77m-£90m

pre-tax this year. Mr David Donne, chairman, said yesterday that "the current year is proceeding well with continuing strong demand in all the principal markets we serve."

The rights issue is being underwritten by S G Warburg and the brokers to the issue are Cazenove and de Zoete & Bevan. It is expected that dealings in the nil paid shares will commence on Monday, July 4, the last date for acceptance and payment under the rights issue will be July 22.

BMSS set to join the USM

By David Walker

BMSS, a builders' merchant group operating primarily in the West Midlands, Merseyside and Wales, is planning to join the United Securities Market.

At the placing price of 115p per share, the company will have a market capitalisation of £3.8m. Some 1.8m shares will be placed, representing approximately 19 per cent of the enlarged equity.

All but 90,000 of these are new shares and the company will raise £1.2m net of expenses. Proceeds will eliminate borrowings and the balance will be used to help expand the company's network of 19 outlets, although no specific acquisitions are lined up at the moment.

The company, formed at the beginning of the century, was a vehicle for the late Lord Fitzwilliam, whose family trusts will be left with 75 per cent of the equity after the flotation.

Turnover has grown from £3.2m in 1984 to £10.06m in 1988, and pre-tax profits from £224,000 to £821,000 (before an exceptional item of £68,000) over the same period.

Earnings per share last year amounted to 5.15p. On this basis, the p/e ratio at the placing price is 11.9 times, assuming an actual tax rate of 27.4 per cent. Net assets of the company after the placing will be £5.9m.

The directors expect to pay a total dividend of 3.75p per share, representing a gross dividend yield of 4.2 per cent.

BMSS supplies a range of products for the building trade, with an emphasis on "heavy side" building materials such as timber, plywood, chipboard, insulation material and cement.

Approximately 4,000 active customer accounts are maintained. The placing has been organised by Hambros Bank; brokers to the placing and the company are Albert E Sharp & Co.

CORRECTION

York Waterworks

Yesterday's FT incorrectly named the broker to the York Waterworks Company's £3m offer for sale by tender. The water company's issue is being handled by Seymour Pierce Butterfield of 10, Old Jewry, London EC2R 8EA. The coupon for the issue is 7 1/2 per cent, not 3 1/2 per cent.

Philip Coggan on the plans of a revitalised building materials group Fuel for overseas expansion

FIVE YEARS ago, Steeley was facing the end of 100 years of independence in the form of a £115m hostile bid from Hepworth Ceramic, the building materials group.

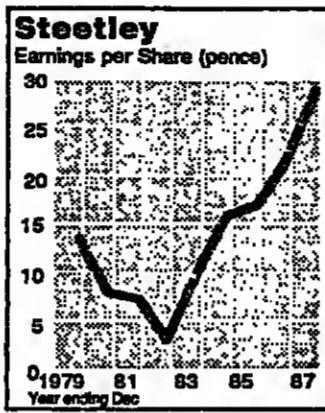
In its previous annual results - a 45 per cent decline in pre-tax profits to £9.85m - had been disastrous and the company was expected to have problems seeing off the bidder. But Dame Fortune intervened in the form of the Monopolies and Mergers Commission, and now, after several years of restructuring and expansion, Steeley is thought of more as predator than prey.

The company, which last year increased pre-tax profits by 36 per cent to £60.3m, is now the largest aggregates producer in France and the second largest brick producer in the UK. Its £68m rights issue is designed to enable the group to continue its expansion.

Steeley has always been involved in providing minerals for industry. In its early days, its primary products were dolomite and magnesium for the steel industry, since the 1960s, it has gradually concentrated on the construction sector.

It did diversify into speciality chemicals, via the purchase of Berk in the early 1970s, but this is now seen as a sideways rather than a positive move which helped contribute to the problems of the early 1980s.

The Hepworth bid was widely credited with causing the revitalisation of Steeley, but Mr Richard Miles, the man brought in as group managing director in 1985,



Richard Miles: intends to expand in Spain

thinks the group effectively sowed the seeds of its success in 1979.

"It was then that we bought Gibbons Dudley," he recalls. "Added to the purchase of Downings two years later, it made us the number two in the UK facing bricks market."

The group now has capacity to produce about 420m bricks a year and about 9 per cent of the UK brick market, or 12 per cent if the lower quality Flexion bricks are included.

Since Mr David Donne became chairman in 1983, Steeley's strategy has been to concentrate activities on the building materials sector. The peripheral operations have gradually been sold. The chemicals trading activities were bought by their management in March; the Canadian electrical distribution business was sold last November. But Steeley's strategy had a



logical implication - expansion overseas. As many UK building materials companies will attest, UK aggregates reserves are tightly held by a few large companies. Environmental considerations mean there are few prospects for developing new reserves.

The search for new reserves has sent many UK building materials companies to the US - the most dramatic example being the recent \$1.7bn takeover of Koppers, the chemicals and aggregates group, by Bath-based Beazer.

Steeley also believes that an international spread of business will enable it to survive the vicissitudes of both the construction and the economic cycles of countries.

The company had invested in France as early as 1974 when it

HACHETTE S.A. GENERAL ASSEMBLY OF SHAREHOLDERS. Chairman's address: Seven years ago - a real septennate! - I took over the responsibility of the Hachette Group end, while this period invites one to take stock of the situation. In 1981 we were in deficit, in 1987 we achieved a profit of 251 million francs...

Interest Rates. Grindlays Bank plc announces that its base rate for lending has changed from 9% to 9.5% with effect from 29 June 1988. Grindlays Bank plc Member ANZ Group. Head Office: Minerva House, Montague Close, London SE1 8DH.

AMENDED NOTICE. The Republic of Italy US \$300,000,000 Floating Rate Notes due 1997. In accordance with the provisions of the Notes, notice is hereby given that the Interest Amounts payable on the next Interest Payment Date 28th July 1988 will be US\$ 375.50 for each US\$ 10,000 Note and US\$ 9,387.16 for each US\$ 250,000 Note.

KENYA 25th Anniversary of Independence. The Financial Times proposes to publish this survey on: December 12th. For a full editorial synopsis and advertisement details, please contact: Hugh Sutton on 01-248 8000 ext 3238. or write to him at: Bracken House 10 Cannon Street London EC4P 4BY.

CREDIT D'EQUIPEMENT DES PETITES ET MOYENNES ENTREPRISES £100,000,000 Guaranteed Floating Rate Notes due 1996. For the three months 24th June, 1988 to 26th September, 1988 the Notes will carry an interest rate of 9 3/4% per annum and coupon amount of £1,219.95 per £50,000 Note and £121.99 per £5,000 Note, payable on 26th September, 1988.

FITCH & COMPANY DESIGN CONSULTANTS PLC. PLACING AND OPEN OFFER TO SHAREHOLDERS OF 4,388,130 NEW CONVERTIBLE CUMULATIVE REDEEMABLE PREFERENCE SHARES 2007 OF 10P EACH IN FITCH & COMPANY DESIGN CONSULTANTS PLC AT 100P PER SHARE ENTITLING HOLDERS TO AN ANNUAL FIXED PREFERENTIAL DIVIDEND OF 6P NET PER SHARE.

Gandalf extends bid. Gandalf Technologies, the Canadian data communications group, has extended its £57m bid for UK computer networking company CASE until July 22.

Ente Nazionale per l'Energia Elettrica U.S. \$300,000,000 Floating Rate Notes Due 2005. Unconditionally guaranteed as to payment of principal and interest by The Republic of Italy. In accordance with the provisions of the Notes, notice is hereby given that the Rate of Interest has been fixed at 8.11125% for the Interest Determination Period 30th June, 1988 to 29th July, 1988.

BANCO DI ROMA US\$150,000,000 Floating Rate Depository Receipts due 1992. Notice is hereby given that the Rate of Interest relating to the above issue has been fixed at 7.125 per cent for the period 30th June 1988 to 29th July 1988.

Wells Fargo & Company U.S. \$150,000,000 Floating Rate Subordinated Notes due 1992. In accordance with the provisions of the Notes, notice is hereby given that for the Interest period 30th June, 1988 to 29th July, 1988 the Notes will carry an Interest Rate of 7.975% per annum.

926910111A THE BIG PROFESSIONALS IN VEHICLE LEASING. Quality is Reflected in our Service. BIRMINGHAM 021 706 3388 LONDON 01 863 0744 HUDDERSFIELD 0484 519514

Copenhagen Handelsbank A/S (Incorporated in the Kingdom of Denmark with limited liability) U.S. \$100,000,000 Subordinated Floating Rate Notes Due 2000. In accordance with the provisions of the Notes interest period from 30th June 1988 to 30th December 1988 the Notes will carry an Interest Rate of 8 1/4% per annum.

Wells Fargo & Company U.S. \$200,000,000 Floating Rate Subordinated Notes due 2000. In accordance with the provisions of the Notes, notice is hereby given that for the Interest period 30th June, 1988 to 29th July, 1988 the Notes will carry an Interest Rate of 8% per annum.

Handwritten Arabic note: هدى اصبغ

UK COMPANY NEWS

Sturge announces merger hopes

By Vanessa Houlder
Sturge Holdings, the Lloyd's of London underwriting agent, announced yesterday that it hopes to buy Rensburg, a Liverpool-based stockbroker.

If discussions now taking place are successful, the merger with Sturge's existing broking operation would create one of the largest UK stockbrokers outside London.

Mr Peter Davis, group finance director of Sturge, said that the move reflected Sturge's belief that there was a good place in the market for providing a service to private clients in the regions.

Rensburg, which has offices in Bradford and Leeds as well as Liverpool, would be combined with Sturge's existing broking subsidiary Wise Speke, which was acquired for £8.7m in shares in January 1987.

The combined operation is expected to service some 40,000 private clients and to act as broker to companies throughout the North of England. The merged fund management operation would manage over £1.5m of funds.

Rensburg is of a similar size to Wise Speke, with about 20 partners, 125 staff and about 15,000 private clients. Wise Speke is expected to make a trading loss of £600,000 in 1988, although it is expected to return to profit next year. Rensburg is trading profitably.

Cowan de Groot

Cowan de Groot is raising £2.6m from property sales following the rationalisation of locations in its trading companies. The Wakefield House offices near the City of London, are being sold for £1.5m.

Clayform buys more Stead

Clayform, the property group which is waging a £108.1m bid battle for Stead & Simpson, shoe retailer and motor trader, announced yesterday that it had bought a further 4,000 ordinary shares in Stead. This is equivalent to 0.25 per cent, and means that Clayform has 588,888 ordinary - 35.6 per cent - in total. The property group has also built up a 10.7 per cent interest in the 'A' shares, although these have no voting rights.

Floyd Energy plans to liquidate New Darien if bid succeeds

BY NIKKI TAIT
Floyd Energy, the oil and gas explorer which is diversifying into other energy-related areas under Mr Simon Miller, its new chief executive and former merchant banker, yesterday emerged as the bidder for New Darien Oil Trust.

New Darien, a specialist investment trust managed by Edinburgh-based Hodgson Martin, announced last week that it had received a bid approach.

With Floyd planning to liquidate the New Darien portfolio if its bid is successful, the offer is essentially a disguised rights issue - the first since the stock market crash in October.

Although Floyd says it currently has net cash of £2m, much of that is earmarked for its Spanish operations. Money raised via the offer and subsequent liquidation of New Darien, would go

towards further energy-related acquisitions. Yesterday, the company suggested that three potential deals, of varying sizes, were in the pipeline.

The alternative to the New Darien bid, it pointed out, would have been a series of share placings.

Under the terms of the bid, Floyd is offering 100 per cent of formula asset value (fav), either in its own shares - taken at the cash underwritten price of 28p - or in cash. If fav exceeds 70p, shareholders will receive the excess in cash, and the sum will be met from Floyd's existing cash resources. The offer is being recommended in respect of the cash alternative.

Bryson Oil and Gas, which owns a 21.5 per cent interest in New Darien, has given irrevocable undertakings to accept and

will take shares. This will give it about 8.7 per cent of Floyd. British Empire Securities, the other major shareholder, is also backing the deal - although it has not indicated which elections it will make - giving total irrevocable undertakings in respect of 48.8 per cent of the shares.

The fav figure will not be known until the offer goes unconditional. However, on the June 23 estimate of net assets per share standing at 67.7p, fav would be about 68.4p - about 98 per cent of fav - and the total bid value some £7.4m.

The fate of the 5,000 warrant holders is grim, however. The board recommends that they do not exercise their warrants, and if the bid succeeds their warrants will obviously become worthless.

Yesterday, New Darien shares eased up to 69p. Floyd was steady at 29p.

J Crosby advances 94% to £1.74m

In its first full year since the management buy out in December 1986, James Crosby Group, Cheshire-based house-builder, lifted taxable profits by 94 per cent to £1.74m.

Turnover for the 12 months to end-March expanded by 39 per cent to £2m (£6.47m). Mr Michael Burgess, chairman of the group which joined the main market last July, attributed the increase in turnover to "a careful choice of sites, well designed properties, awareness of customers' needs and the general buoyancy of the market".

After tax of £596,000 (£273,000), earnings worked through at 14.8p. A proposed final dividend of 1.4p makes a 2p total for the year.

Mr Burgess said that Crosby would continue to maintain a competitive presence in the open land market and would acquire further interests in longer term land.

The group was likely eventually to extend operations away from its north-west base and was prepared to build in most ranges of the market. "Our emphasis will be on overall profitability rather than numbers of units," he added.

Geevor suffers £0.68m loss

BY KENNETH GOODING, MINING CORRESPONDENT

Geevor, the mining company, sustained an operating loss of £678,000 for the year to March 31 1988 compared with a £39,000 profit in the previous 12 months.

But Mr Eric Grayson, the new chairman, says the company has now recovered from the impact of the 1985 tin crisis and, although the directors are unable to pay a dividend for 1987-88, "I believe the future is bright and beckoning for Geevor".

The company recorded a pre-tax profit of £24,000 in the year under review, compared with £39,000, after taking into account a number of exceptional items. These included £302,000 as settlement for a claim against the West German group, Metallgesellschaft, over the price to be paid for tin delivered just before the price collapse. Pension fund terminations contributed a further £128,000.

Turnover fell from £1.85m to £1.37m. After tax payments of £150,000 (£70,000 tax return) the loss for the year was £126,000 (£46,000).

Geevor had a change of management last October and since the year-end has raised £2.87m, after expenses, from a rights

issue. It has made a number of acquisitions in the coal business in the UK and the US and recovery of tin from its mine in Cornwall has been re-started. Mr Grayson says several other opportunities are being reviewed, including a gold project in Ecuador.

This advertisement complies with the requirements of the Council of The International Stock Exchange of the United Kingdom and the Republic of Ireland.

BRITISH SUGAR

(British Sugar plc, incorporated in England under the Companies Act 1929 and re-registered as a public limited company under the Companies Acts 1948 to 1980 with registered number 315158)

Placing of
£75,000,000

10 3/4 per cent. Redeemable Debenture Stock 2013
at £99.026 per cent payable in full on acceptance.

The following has agreed to subscribe or, as agent of British Sugar plc, to procure subscribers for the Stock—

Barclays de Zoete Wadd Limited

Application has been made to the Council of The International Stock Exchange in London for the Stock to be admitted to the Official List.

The gross redemption yield (calculated in accordance with the terms of the Listing Particulars dated 29th June, 1988) of the Stock is 10.86 per cent. Interest will be payable half yearly in arrears on 2nd January and 2nd July.

Particulars of the Stock are available in the statistical services of Exel Financial Limited. Copies of the Listing Particulars may be obtained during normal business hours on any weekday, Saturdays and public holidays excepted, up to and including 4th July, 1988 from the Company Announcements Office of The International Stock Exchange, 46-50 Finsbury Square, London EC2A 1DD and up to and including 14th July, 1988 from—

British Sugar plc
PO Box 26
Oundle Road
Peterborough PE2 9QU

de Zoete and Bevan Limited
Ebbgate House
2 Swan Lane
London EC4R 3TS

30th June, 1988

National Home Loans' Standard Home Loan Interest Rate

With effect from 1st July, 1988 the following interest rates will apply for existing endowment/pension loans:
FOR HOUSE PURCHASE 10.9% APR 11.5%
FOR REFINANCING 11.4% APR 12.0%
For repayment loans, add 1/4% to these rates.
For further information contact:
The National Home Loans Corporation plc
St Catherine's Court, Herbert Road,
Solihull, West Midlands B91 3QE

U.S.\$40,000,000 SERIES 25

TELEFONOS DE MEXICO, S.A.
(Organized under the laws of the United Mexican States)

Six Month Notes Issued in Series under a U.S.\$75,000,000 Note Purchase Facility

Notice is hereby given that the above Series of Notes issued under a Note Purchase Facility Agreement dated 5th May, 1982, carry an interest rate of 8 3/4% per annum. The Maturity Date of the above Series of Notes will be 30th December, 1988.

Sammal Montags & Co. Limited
Issue Agent

U.S.\$200,000,000

CONTINENTAL ILLINOIS OVERSEAS FINANCE CORPORATION N.V.
(Incorporated with limited liability in the Netherlands Antilles)

GUARANTEED FLOATING RATE SUBORDINATED NOTES DUE 1994

Guaranteed on a Subordinated basis by Continental Illinois Corporation (Incorporated with limited liability in Delaware, USA)

In accordance with the provisions of the Notes and the Reference Agency Agreement between Continental Illinois Overseas Finance Corporation N.V. and Citibank, N.A., dated June 24, 1982, notice is hereby given that the Rate of Interest has been fixed at 8 1/2% p.a. and that the interest payable on the relevant Interest Payment Date, September 30, 1988, against Coupon No. 25 will be U.S.\$206.04 in respect of U.S.\$10,000 nominal amount of the Notes.

June 30, 1988, London
By: Citibank, N.A. (CSSI Dept.), Agent Bank **CITIBANK**

American Express Bank Ltd.
U.S. \$100,000,000
Floating Rate Subordinated Capital Notes Due 1997

Notice is hereby given that the Rate of Interest has been fixed at 8% and that the interest payable in respect of U.S. \$10,000 principal amount of Notes for the period June 30, 1988 to September 30, 1988 will be U.S\$204.44.

June 30, 1988, London
By: Citibank, N.A. (CSSI Dept.), Agent Bank **CITIBANK**

BNP : OBJECTIVE 1992

FOR THOSE WHO HAVE EUROPE IN MIND

For the banking world, Europe is for tomorrow. As from October 1, 1989, the free movement of banking and financial services becomes a reality and on January 1, 1993, the great Single European Market opens its doors. At

BNP, we are actively preparing to take up the challenge. As the leading commercial bank in Europe, BNP intends to consolidate its position and remain a major player in the world's banking and financial markets.

- A capital structure and financial results in keeping with our ambitions.
- Stockholders equity and equivalents FF 31 billion
- Balance sheet total FF 975 billion
- Loans to customers FF 469 billion
- Customer deposits and bond issues FF 438 billion
- Mutual and investment fund assets managed FF 100 billion
- Net Income FF 3,009 billion

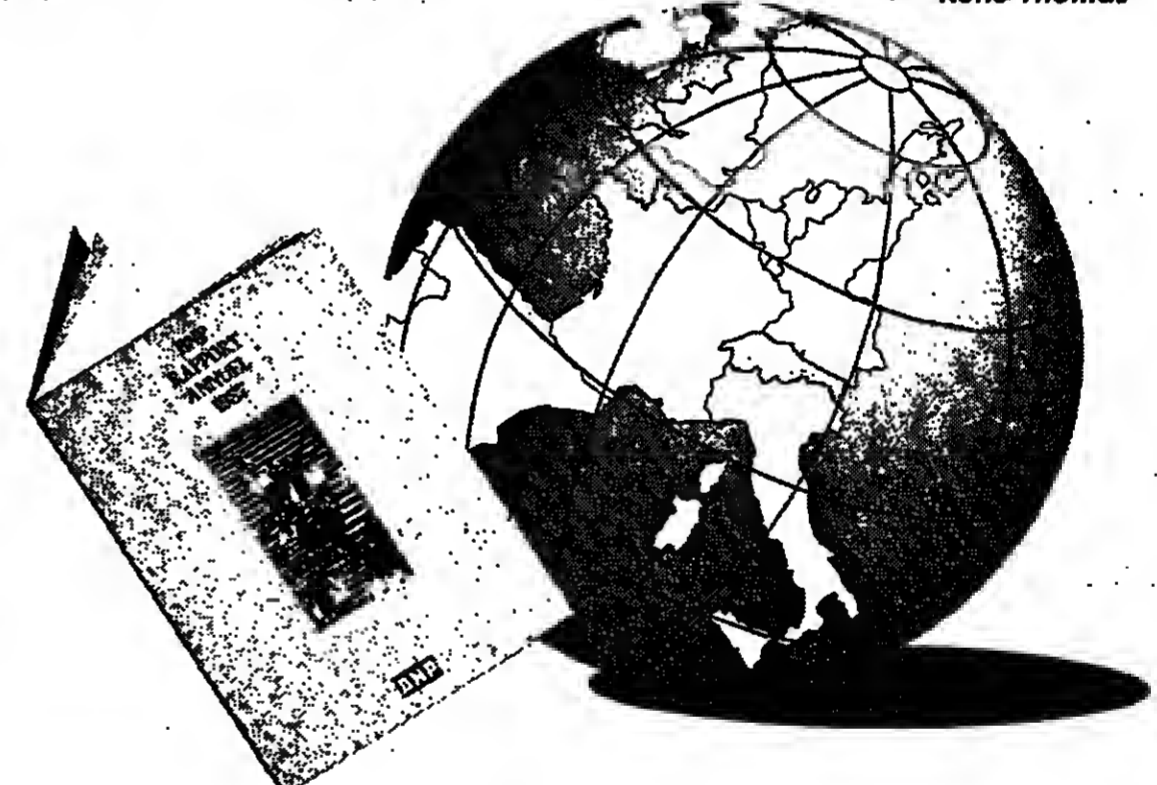
As of today, the level of BNP stockholders' equity already meets the capital adequacy requirements recommended by the Cooke Committee for 1992.

In addition, BNP provisions for sovereign risks, increased to 50%, are amongst the highest in the world.

Our savoir-faire at the service of each and every type of clientele

BNP is number one in France in the bond market, in commercial paper, in listings on the second market, in export financing, and in the number of its international outlets, 75 throughout the world.

For those who have Europe and the world in mind, BNP offers everywhere, whether in France or abroad,



the presence, the professionalism and the dynamism that its customers are expecting to find.

An increased dividend
The General Meeting of Shareholders has voted dividends of FF 676 million, compared with FF 588 million last year, an increase of 15%. The di-

vidend for each ordinary and non-voting share will, therefore, be FF 17,25 for 1987, inclusive of tax credit, after a bonus issue of one for ten shares during the year.

In 100 key figures, the BNP Annual Report gives you 1987 results, and provides information on the services and advice that its staff can bring you. It is at your disposal.



Please return this coupon to: BNP
Direction de la Communication,
6 bd des Capucines, 75009 Paris.

Please send me, free of charge, the BNP Annual Report for 1987.

Name _____
Position _____
Address _____

Company Notices

SCI/TECH S.A.
Société Anonyme
2, boulevard Royal
L-2933 Luxembourg
R.C. Luxembourg B-28058
DIVIDEND ANNOUNCEMENT
SCI/TECH S.A. will pay a dividend of US\$ 0.05 per share on June 30, 1988 to shareholders registered at close of business on June 24, 1988.

Republic of Italy
ECU 300,000 000 Floating
Rate
Notes Due 1992
In accordance with the terms and conditions of the Notes, notice is hereby given that the 3 months period from June 30, 1988 to September 30, 1988, the Notes will carry an interest of 8 1/2% per cent per annum.

THE KOREA EUROPE FUND LIMITED
INTERNATIONAL DEPOSITORY RECEIPT
REPRESENTING 500 SHARES
Notice is hereby given to the shareholders that the KOREA EUROPE FUND has declared a net interim dividend of US\$ 0.02 per share payable to shareholders on the register at the close of business on 28th June, 1988.

UK COMPANY NEWS

Albert Fisher continues Benelux acquisition trail with £7m deal

BY NIKKI TAIT
Albert Fisher Group, food distributor and processor, is continuing its Benelux acquisition trail with the purchase of Dellys, the largest distributor of imported food products in Belgium. Maximum consideration for the deal is BFR 455m (£6.9m).

'Modest' growth reported by Ashley

Restructuring was continuing at Ashley Industrial Trust which yesterday revealed 'modest improvement' in pre-tax profits in the six months to March 31.
The plywood products manufacturer lifted profits to £49,000 (£26,000) after an exceptional provision of £38,000 relating to compensation payments for loss of office. Turnover rose to £1.77m (£1.45m), while earnings per 5p share, after a nil tax charge, were unchanged at 0.35p.

Shoralplan up and buys Gilken

BY GRAHAM DELLER
Shoralplan, commercial interior design and fitting group which joined the USM in May 1987, yesterday revealed a substantial acquisition together with a sharp increase in interim profits. The group has conditionally agreed to acquire Gilken Contracts, described as one of the largest independent shopfitting concerns in the UK.

Builder Group offer subscribed 2.1 times

The offer-for-sale element of the issue for Builder Group, publishing company, was 2.1 times subscribed, writes Philip Coggan. Samuel Montagu was offering 1.2m shares at 125p each to the public, on top of a placing of 2.4m shares.

Telecom Eireann reveals maiden profit

BY KIERAN COOKE IN DUBLIN
Telecom Eireann, Irish state telecommunications company, has announced its first ever profit, of £17m (£14.6m) for 1987-88. The result compares with a loss of £8m in the previous year.

Contracts & Tenders

PREQUALIFICATION OF TENDERS

Country: Niger
Project: 132 KV Interconnection Katsina (Nigeria) to Gazoua, Maradi and Zinder (Niger)
Sector: Electric Power Transmission System
Financing Agencies: - European Investment Bank (EIB), ECU 14.3 million; - Federal Republic of Germany, Kreditanstalt Fur Wiederaufbau (KfW), DM 20 millions; NIGELEC - Societe Nigerienne d'Electricite Niamey, Niger
Project Completion: 1991 (anticipated project duration: three years)

PROJECT DESCRIPTION
The project consists of the supply and erection of a 132 KV Interconnection Transmission Line from Katsina in Nigeria to Gazoua, Maradi and Zinder in Central East Niger, the supply and erection of three 132-20 KV substations located in Gazoua, Maradi and Zinder in Niger and the expansion of the 132 KV switchyard at Katsina in Nigeria.

SCOPE OF WORK
A. Transmission line work and supply (excluding supply of conductors and shield wire)
Includes the supply and erection of about 376 km of 132 KV overhead transmission line from Katsina in Nigeria to Gazoua, Maradi and Zinder in Niger.
B. Supply of conductors and shield wire
Includes the supply of approximately 1000 km of conductor type "WOLF" and 340 km of shieldwire.
C. Supply and erection of substations
Includes the supply and erection of three 132-20 KV substations at Maradi, Zinder and Gazoua and the expansion of the existing switchyard at Katsina by one bay. The supply and erection of the telecommunication and protection systems are included.

CONSULTANT
Lavalin International
1100 West Blvd.
Rene Levesque
Montreal, Quebec
CANADA H3B 4P3

TERMS OF PREQUALIFICATION OF TENDERS
The applicants interested in prequalifying for one or more than one of the above noted lots should request the prequalifying document from Lavalin International between July 4 and July 14, 1988. The price, freight is included, is eighty US dollars (US \$80).

Tendering for Lot A, noted above, to be substantially financed by EIB, will be open at least to companies from the European Economic Community (EEC) member countries or from countries who are signatories of the Lome III Convention.

Companies tendering for Lots B and C noted above, to be financed by KfW, must own manufacturing facilities for the principal components that are located within the Federal Republic of Germany or Berlin (West).

The prequalifying document, duly filled, must be received by Lavalin International in Montreal, Canada not later than August 15 1988.

LEHM INTERNATIONAL
INVESTMENTS N.V.
US \$75 MILLION GUARANTEED FLOATING RATE NOTES EXTENDED AND DUE 1989
The interest rate applicable to the above Notes in respect of the six month period commencing 30th June 1988 has been fixed at 8 1/2% per annum.

RIGGS NATIONAL CORPORATION
US\$ 100,000,000
Floating Rate Subordinated
Capital Notes 1988
In accordance with the provisions of the Trust Agreement, notice is hereby given that for the period 20 June 1988 to 20 September 1988, the Notes will carry a rate of interest of 7 1/2% per annum with a coupon amount of US\$ 199.00.

Art Galleries

CRANE GALLERY 17a Stone St. (1st Flr) SW1. 3 mins from Waterloo. 255-2464. Numerous artists exhibits by Michael Lewis, Grant, Hicks, football & golf. Also English & American 19th Cents oil, paintings, quilts, turners & decorative items. July 10th. Sat. 10-4

Personal

PUBLIC SPEAKING
Training and speech writing by award winning speaker. First lesson free. Tel 930 2197.

APPOINTMENTS
Changes at Warringtons

On completion of the acquisition by WARRINGTONS of a one-third interest in property company Ryhall, Mr R.J. McAlpine, chairman and chief executive of Alfred McAlpine, will join the board as non-executive deputy chairman; and Mr E.J. Nicol, managing director of Connaught, joins as an executive director. Mr C.J. Edwards, finance director of Alfred McAlpine, and Mr R. Dunn, chairman of Connaught, join as non-executive directors. Mr N.M. Ankers, responsible for finance and administration in the Warringtons Group, will be appointed finance director on completion. Warringtons is taking over the property activities of the Alfred McAlpine Group.

UK ECONOMIC INDICATORS

Table with columns: Year, Quarter, Index, % Change, etc. Includes data for 1987 and 1988 for various economic indicators like output, employment, and trade.

U.S. \$400,000,000
The Kingdom of Belgium
Floating Rate Notes Due July, 2005
In accordance with the provisions of the Notes, notice is hereby given that interest payable on 29th July, 1988 will amount to U.S.\$3,236.11 per U.S.\$250,000 Note.

MITSUMI & CO. FINANCIAL SERVICES (AUSTRALIA) LTD.
AS50,000,000
Guaranteed Floating Rate Notes Due 1992
Unconditionally guaranteed by
MITSUMI & CO. (AUSTRALIA) LIMITED
Notice is hereby given that the Rate of Interest has been fixed at 12.85% p.a. and that the interest payable on the relevant Interest Payment Date September 29, 1988 against Coupon No. 4 in respect of \$10,000 nominal of the Notes will be AS\$23.89.

Generale Bank
U.S. DOLLARS 50,000,000
DEFERRED COUPON FLOATING RATE NOTES DUE 1989
(suited on a subordinated basis)
Holders of the Notes of the above issue are hereby notified that for the second interest period the following will apply:
INTEREST RATE: 10.95% PER ANNUM
INTEREST PERIOD: 30 JUNE 1988 - 30 DECEMBER 1988
INTEREST AMOUNT: US\$13,915.62 PER US\$250,000 NOTE
BANK OF TOKYO INTERNATIONAL LIMITED
AGENT BANK

Isveimer
U.S. \$100,000,000
Floating Rate Participation Certificates Due 1992
issued by Morgan Guaranty GmbH for the purpose of making a loan to
Istituto per lo Sviluppo Economico dell'Italia Meridionale
(a statutory body of the Republic of Italy incorporated under Law No. 288 of April 11, 1953)
In accordance with the terms and conditions of the Certificates, the rate of interest for the Interest Determination Period 30th June 1988 to 29th July 1988 has been fixed at 8%. Interest accrued for the above period and payable on 29th July 1988 will amount to US\$4.44 per US\$10,000 Certificate.

CITICORP
U.S. \$350,000,000
Subordinated Floating Rate Notes Due November 27, 2005
Notice is hereby given that the Rate of Interest has been fixed at 7.975% in respect of the Original Notes and 8.0625% in respect of the Enhancement Notes, and that the interest payable on the relevant Interest Payment Date July 29, 1988 against Coupon No. 32 in respect of US\$1,000 nominal of the Notes will be US\$64.24 in respect of the Original Notes and US\$4.95 in respect of the Enhancement Notes.

CITICORP
U.S. \$500,000,000
Subordinated Floating Rate Notes Due January 30, 1988
Notice is hereby given that the Rate of Interest has been fixed at 7.95% and that the interest payable on the relevant Interest Payment Date July 29, 1988 against Coupon No. 30 in respect of US\$1,000 nominal of the Notes will be US\$64.04.

CREDIOP
CONSORZIO DI CREDITO PER LE OPERE PUBBLICHE ROME
Notice is hereby given that the interest payable on the relevant Interest Payment Date July 29, 1988, for the period January 29, 1988 to July 29, 1988, against Coupon No. 6 in respect of U.S.\$10,000 nominal of the Notes will be U.S.\$372.60 and in respect of U.S.\$250,000 nominal of the Notes will be U.S.\$9.315-09.

CITICORP
U.S. \$500,000,000
Subordinated Floating Rate Notes
Due October 25, 2005
Notice is hereby given that the Rate of Interest has been fixed at 7.975% and that the interest payable on the relevant Interest Payment Date July 29, 1988 against Coupon No. 33 in respect of US\$1,000 nominal of the Notes will be US\$64.24.

Mr Denis Foulkes of Metal Box, has been elected chairman of the BRITISH AEROSOL MANUFACTURERS' ASSOCIATION.
SCHERING HOLDINGS has appointed Dr David M. Foulkes as director of product safety, and Mr Ian D. McManus as director of production on the board of Schering Agrochemicals, Cambridge, from July 1. The parent company is Schering, West Germany.

Mr John Lawson, formerly managing director of Alan Brady & Marsh, has been appointed head of advertising and joins the board at VALDY POLLEN. Mr Christopher Greening, a board member, has been promoted from deputy to creative director. He is succeeded as deputy by Mr Martin Cunningham, an art director and associate director. Mr Lncian Camp, who was creative director, has resigned.

Mr Neil Wise, formerly a joint managing director of the LESLIE WISE GROUP, has been appointed group chief executive, and Mr John Gowers, an executive director, becomes group managing director. Mr Keith Norman, who was vice-chairman of the group following the reverse take-over of Ladies Pride, becomes an executive director in charge of the Ladies Pride operation.

Dr Edgar Mann has been appointed a non-executive director of ANGLO MANX BANK. He was a member of the House of Keys.

Weekly net asset value
Tokyo Pacific Holdings (Seaboard) NV
Listed on the Amsterdam Stock Exchange
Information:
Pierston, Halding & Pierson NV

Table with columns: Year, Quarter, Index, % Change, etc. Includes data for 1987 and 1988 for various economic indicators like output, employment, and trade.

Table with columns: Year, Quarter, Index, % Change, etc. Includes data for 1987 and 1988 for various economic indicators like output, employment, and trade.

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Table with columns: Year, Quarter, Index, % Change, etc. Includes data for 1987 and 1988 for various economic indicators like output, employment, and trade.

COMMODITIES AND AGRICULTURE

Lack of foreign exchange hits Zambian copper

ZAMBIAN copper production is being hit by a shortage of foreign exchange to buy vital spare parts, despite higher world prices which have pushed the industry back into profit, Renter reports from Zambia.

Table with 2 columns: Country, Production (000 tonnes). Includes Chile, US, Canada, Zaïre, Zambia, Australasia, Peru, Philippines, South Africa, Mexico, Others, Total.

Officials are concerned about the future unless more foreign exchange is ploughed back into mining development. ZCCM is allowed to keep just over one-third of its foreign exchange earnings.

UAE ignores oil output quota

THE United Arab Emirates (UAE) has carried out a threat to flout its quota set by the Organisation of Oil Exporting Countries (OPEC) and authorised companies to pump almost 20 per cent more oil in July, industry officials said yesterday.

The UAE cabinet backed his demands on Monday, saying it reassessed the emirate's firm policy on output and prices as stated by Mr Oteiba.

The price of rubber may hold up for rest of year

WORLD RUBBER prices are likely to remain above the International Natural Rubber Organisation in the US, the main market for the region's ethanol, producers are shutting up shop.

Production in 1988 was put at 4,785,000 tonnes, up 90,000 tonnes from 1987, while consumption was projected to rise from 4,760,000 tonnes to 4,935,000 tonnes.

Canute James reports on the plight of the Caribbean ethanol industry US demands force plant closures

THE CARIBBEAN ethanol industry, once regarded as an alternative outlet for the region's troubled cane sugar producers, is on the verge of collapse. Amid claims of increasing protectionism in the US, the main market for the region's ethanol, producers are shutting up shop.

Chief executive of Tropicana Jamaica. Caribbean government officials, who say the issue is being raised with the Reagan administration, argue that the region's ethanol industry is paying the price of openly political efforts to keep the US ethanol industry alive.

New Zealand unearths the secret of cultivating truffles

IT HAS been called the food of the gods. Black pearl, underground emerald and divine tuber are other fanciful names that have been applied to that rare and expensive delicacy, the truffle.

Understandably perhaps, the French and Italians would not share the secrets of their methods with the rest of the world. But, as a result of a study by the New Zealand Ministry of Agriculture and Fisheries, the secret has been revealed.

Estimates suggest growers will harvest 40 kg of truffles per hectare after five years. Current prices in France are around NZ\$800 (5300) per kilogram, which would give growers handsome net seasons.

LONDON MARKETS

Table of LONDON METAL EXCHANGES (Prices supplied by Amalgamated Metal Trading) including Gold, Silver, Platinum, Palladium, and various metals.

COCCA COTTON

Table of COCCA COTTON prices for various grades and origins.

COFFEES COTTON

Table of COFFEES COTTON prices for various grades and origins.

SPICE MARKETS

Table of SPICE MARKETS prices for various spices.

WORLD COMMODITIES PRICES

Table of WORLD COMMODITIES PRICES for various commodities like wheat, sugar, oil, etc.

US MARKETS

Table of US MARKETS prices for various commodities.

Chicago

Table of Chicago market prices for various commodities.

CURRENCIES, MONEY AND CAPITAL MARKETS

FOREIGN EXCHANGES

Dollar at highest this year

INTERVENTION BY European central banks was described as only moderate yesterday, and the dollar continued to rise, climbing to its highest level this year against the yen and D-Mark.

The dollar also rose to SF1.1556 from SF1.1490, and to FF7.1628 from FF7.1625.

According to the Bank of England the dollar's exchange rate index rose to 97.8 from 96.6.

Sterling suffered against the strong dollar, falling 1.25 cents to \$1.7025, but the pound was generally firm against other major currencies.

There was continued nervousness about the future prospects for sterling, against the background of poor UK trade figures and fears of rising inflationary pressure.

This week's rise in bank base rates - the fourth in a month - appeared to stabilise the currency however and dealers pointed out that sterling is still higher against the dollar than nine months ago, and considerably higher against the D-Mark.

FINANCIAL FUTURES

Gilt prices lose ground

TUESDAY'S POSITIVE reaction in long gilt futures to a half point rise in UK base rates tended to wear off in yesterday's Life market.

Prices were marked down as investors decided - on overnight reflection - that another rise in rates may be needed to control inflationary trends.

Consequently the September price slipped from an opening level of 94.12 to a low of 93.25, before finishing at 93.81, down from Tuesday's close of 94.13.

EMU EUROPEAN CURRENCY UNIT RATES

Table with columns for Country, Currency, and % change against the dollar.

POUND SPOT - FORWARD AGAINST THE POUND

Table with columns for Term, Bid, Ask, and % change.

CHICAGO

Table with columns for Instrument, Bid, Ask, and % change.

STOCKS

Table with columns for Stock Name, Bid, Ask, and % change.

CURRENCY RATES

Table with columns for Currency, Bid, Ask, and % change.

EURO-CURRENCY INTEREST RATES

Table with columns for Term, Bid, Ask, and % change.

OTHER CURRENCIES

Table with columns for Currency, Bid, Ask, and % change.

FT LONDON INTERBANK FIXING

Table with columns for Term, Bid, Ask, and % change.

CURRENCY MOVEMENTS

Table with columns for Currency, Bid, Ask, and % change.

NEW YORK

Table with columns for Instrument, Bid, Ask, and % change.

LONDON MONEY RATES

Table with columns for Term, Bid, Ask, and % change.

STOCKS

Table with columns for Stock Name, Bid, Ask, and % change.

MONEY MARKETS

INTEREST RATES in London continued to point towards a further half point rise in bank base rates to 10 p.c. yesterday.

UK rates stay firm

The forecast was revised to a flat position, and the Bank gave no assistance in the morning.

UK clearing bank bond rate

Table with columns for Term, Bid, Ask, and % change.

UK clearing bank bond rate

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UK clearing bank bond rate

Table with columns for Term, Bid, Ask, and % change.

EUROPEAN OPTIONS EXCHANGE

Large table with multiple columns for various options contracts, including call and put options for different currencies and terms.

BASE LENDING RATES

Table listing base lending rates for various banks and currencies, including ADN Bank, City Merchants Bank, etc.

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FT UNIT TRUST INFORMATION SERVICE

INSURANCES

Table listing various insurance companies and their details, including AA Friendly Society, Abbey Life Assurance Co Ltd, and others.

Table listing various insurance companies and their details, including AA Friendly Society, Abbey Life Assurance Co Ltd, and others.

Table listing various insurance companies and their details, including AA Friendly Society, Abbey Life Assurance Co Ltd, and others.

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Table listing various insurance companies and their details, including AA Friendly Society, Abbey Life Assurance Co Ltd, and others.

FT UNIT TRUST INFORMATION SERVICE

Main table containing financial data for various unit trusts, including columns for Name, Price, Yield, and other metrics. The table is organized into multiple columns and rows, listing numerous investment funds and their performance details.

MANAGEMENT SERVICES

David M. Adams (Personal Fin. Plans) Ltd
The Analysts Group PLC
Admiral Insurance Brokers (Life & Pensions) Ltd

OFFSHORE AND OVERSEAS

UK LISTED

Admiral Insurance Brokers (Life & Pensions) Ltd
Admiral Insurance Brokers (Life & Pensions) Ltd
Admiral Insurance Brokers (Life & Pensions) Ltd



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FT UNIT TRUST INFORMATION SERVICE

LONDON SHARE SERVICE

Handwritten note: "Handwritten text in a box at the top center of the page, possibly a date or reference number." (Note: The text is illegible due to blurriness)

Main table of FT Unit Trust Information Service, listing various unit trusts with columns for Name, Price, Yield, and other financial metrics.

Table of LONDON SHARE SERVICE, including sections for BRITISH FUNDS, FOREIGN BONDS & RAILS, AMERICANS, INT. BANK AND O'SEAS GOVT STERLING ISSUES, CORPORATION LOANS, COMMONWEALTH & AFRICAN LOANS, and LOANS.

Table of Money Market Trust Funds, listing various trust funds with columns for Name, Price, Yield, and other financial metrics.

Money Market Bank Accounts section, including details on AAB-Allied Arab Bank Ltd, Adams & Co. plc, and other financial institutions.

LONDON SHARE SERVICE

AMERICANS - Contd. Table with columns for company name, price, and other financial metrics.

CANADIANS. Table listing Canadian companies and their share prices.

BANKS, HP & LEASING. Table listing financial institutions and their share prices.

BEERS, WINES & SPIRITS. Table listing beverage companies and their share prices.

BUILDING, TIMBER, ROADS. Table listing construction and infrastructure companies.

BUILDING, TIMBER, ROADS. Contd. Table continuing construction and infrastructure companies.

CHEMICALS, PLASTICS. Table listing chemical and plastic companies.

DRAPERY AND STORES. Table listing retail and clothing companies.

DRAPERY AND STORES. Contd. Table continuing retail and clothing companies.

ENGINEERING. Table listing engineering and technology companies.

DRAPERY AND STORES - Contd. Table continuing retail and clothing companies.

ELECTRICALS. Table listing electrical and utility companies.

ENGINEERING - Contd. Table continuing engineering and technology companies.

ENGINEERING. Contd. Table continuing engineering and technology companies.

ENGINEERING. Contd. Table continuing engineering and technology companies.

ENGINEERING - Contd. Table continuing engineering and technology companies.

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ENGINEERING - Contd. Table continuing engineering and technology companies.

INDUSTRIALS (Misc.) - Contd. Table continuing industrial companies.

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INDUSTRIALS (Misc.) - Contd. Table continuing industrial companies.

INDUSTRIALS (Misc.) - Contd. Table continuing industrial companies.

INDUSTRIALS (Misc.) - Contd. Table continuing industrial companies.

INSURANCES. Table listing insurance companies and their share prices.

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LONDON SHARE SERVICE

LEISURE - Contd

Table of Leisure stocks including Leisure Group, Leisure Leisure, Leisure Leisure, etc.

PAPER, PRINTING, ADVERTISING - Contd

Table of Paper, Printing, Advertising stocks including Newsprint, Newsprint, Newsprint, etc.

TEXTILES - Contd

Table of Textiles stocks including Textiles, Textiles, Textiles, etc.

TRUSTS, FINANCE, LAND - Contd

Table of Trusts, Finance, Land stocks including Trusts, Finance, Land, etc.

OIL AND GAS - Contd

Table of Oil and Gas stocks including Oil and Gas, Oil and Gas, Oil and Gas, etc.

MINES - Contd

Table of Mines stocks including Mines, Mines, Mines, etc.

MOTORS, AIRCRAFT TRADES

Table of Motors, Aircraft Trades stocks including Motors, Aircraft Trades, Motors, Aircraft Trades, etc.

PROPERTY

Table of Property stocks including Property, Property, Property, etc.

TOBACCO

Table of Tobacco stocks including Tobacco, Tobacco, Tobacco, etc.

TRUSTS, FINANCE, LAND

Table of Trusts, Finance, Land stocks including Trusts, Finance, Land, etc.

OVERSEAS TRADERS

Table of Overseas Traders stocks including Overseas Traders, Overseas Traders, Overseas Traders, etc.

MISCELLANEOUS

Table of Miscellaneous stocks including Miscellaneous, Miscellaneous, Miscellaneous, etc.

Commercial Vehicles

Table of Commercial Vehicles stocks including Commercial Vehicles, Commercial Vehicles, Commercial Vehicles, etc.

COMPONENTS

Table of Components stocks including Components, Components, Components, etc.

FINANCE, LAND, ETC

Table of Finance, Land, Etc stocks including Finance, Land, Etc, Finance, Land, Etc, etc.

PLANTATIONS

Table of Plantations stocks including Plantations, Plantations, Plantations, etc.

TEAS

Table of Teas stocks including Teas, Teas, Teas, etc.

THIRD MARKET

Table of Third Market stocks including Third Market, Third Market, Third Market, etc.

Garages and Distributors

Table of Garages and Distributors stocks including Garages and Distributors, Garages and Distributors, Garages and Distributors, etc.

SHIPPING

Table of Shipping stocks including Shipping, Shipping, Shipping, etc.

SHOES AND LEATHER

Table of Shoes and Leather stocks including Shoes and Leather, Shoes and Leather, Shoes and Leather, etc.

DIAMOND AND PLATINUM

Table of Diamond and Platinum stocks including Diamond and Platinum, Diamond and Platinum, Diamond and Platinum, etc.

Central Africa

Table of Central Africa stocks including Central Africa, Central Africa, Central Africa, etc.

FINANCE

Table of Finance stocks including Finance, Finance, Finance, etc.

NEWSPAPERS, PUBLISHERS

Table of Newspapers, Publishers stocks including Newspapers, Publishers, Newspapers, Publishers, etc.

SOUTH AFRICANS

Table of South Africans stocks including South Africans, South Africans, South Africans, etc.

TEXTILES

Table of Textiles stocks including Textiles, Textiles, Textiles, etc.

OIL AND GAS

Table of Oil and Gas stocks including Oil and Gas, Oil and Gas, Oil and Gas, etc.

Central Africa

Table of Central Africa stocks including Central Africa, Central Africa, Central Africa, etc.

REGIONAL & IRISH STOCKS

Table of Regional & Irish Stocks including Regional & Irish Stocks, Regional & Irish Stocks, Regional & Irish Stocks, etc.

NOTES: Stock Exchange dealing classifications are indicated in the right of security names... This service is available to every company dealt in on the London Stock Exchange...

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WORLD STOCK MARKETS

Table of world stock markets including Australia, France, Germany, Netherlands, Sweden, Switzerland, Denmark, Finland, Japan, and New York. Columns show stock names, prices, and changes.

CANADA

Table of Canadian stock markets including Toronto and Vancouver. Columns show stock names, prices, and changes.

OVER-THE-COUNTER

Table of over-the-counter stock prices with columns for stock name, price, and change.

CHIEF LONDON PRICE CHANGES YESTERDAY

Table of London price changes for various commodities and currencies.

TKYD - Most Active Stocks

Table of most active stocks in Tokyo with columns for stock name, price, and change.

INDICES

Table of various stock indices including Dow Jones, Nikkei, and others, with columns for index name, value, and change.

Table of New York active stocks with columns for stock name, price, and change.

Advertisement for Financial Times: '12 issues free when you first subscribe to the Financial Times'.

Subscription form with fields for Name, Title, Company, Address, and Tel.

Additional text for the subscription advertisement, including contact information and terms.

Closing prices June 29

NEW YORK STOCK EXCHANGE COMPOSITE PRICES

Main table containing stock prices, organized into columns with headers like 'High', 'Low', 'Open', 'Close', 'Change', and 'Volume'. Includes various stock symbols and their corresponding market data.

Continued on Page 39

Handwritten Arabic text: 'مركز الدراسات والبحوث' (Center for Studies and Research)

NYSE COMPOSITE PRICES

Table of NYSE Composite Prices listing various stocks with columns for High, Low, and Change. Includes sub-sections for 'Continued from previous page' and 'Over-the-counter'.

AMEX COMPOSITE PRICES

Table of AMEX Composite Prices listing various stocks with columns for High, Low, and Change.

OVER-THE-COUNTER

Table of Over-the-Counter prices listing various stocks with columns for High, Low, and Change. Includes a note about sales figures and annual reports.

Advertisement for 'Have your F.T. hand delivered in Germany' featuring the Financial Times logo and contact information for Frankfurt.

AMERICA

Dow falls despite Midwest rain and strong currency

Wall Street
POSITIVE influences were shrugged off yesterday by both equity and bond markets which registered modest declines, writes Janet Bush in New York.

US currency still rose to day's highs of Y134.05 and DML8380 although it dipped off these peaks in late trading in New York. Both bond and equity markets have responded erratically and sluggishly to better news on commodity prices and the dollar.

High-tech exporting stocks lift Nikkei as yen slides

Tokyo
THE YEN'S further slide against the dollar prompted investment trusts to buy high-technology exporting stocks in Tokyo yesterday, lifting the Nikkei average for the first time in four sessions, writes Shigeo Nishiyuki of Jiji Press.

performers recently, showed wide fluctuations. Some market participants forecast that high-priced blue chips might soon become the most popular stocks, in place of steel and shipbuilders.

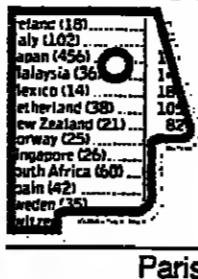
SOUTH AFRICA

UNCERTAIN trading in Johannesburg yesterday left gold stocks narrowly mixed to marginally firmer, in spite of a further decline in the bullion price.

Simmering casseroles still need attention

UNTIL this month, French stockbrokers were openly proud of the extent and speed of the reform they had carried out of the third largest European stock exchange. From the development of a new electronic trading system, through the introduction of new instruments such as financial futures and traded options, to the opening up of the capital of stockholding firms, the house had changed its spots.

MARKET PROFILE Paris



It was much less effective, however, for leading institutions trading large blocks of shares. Demand from these institutions has created a parallel system that resembles the market makers of London or New York, even if this means at times floating stock exchange regulations.

at a main session from 12.30 pm to 2.30 pm or later, continuous electronic trading in an increasing number of stocks from 10 am to 5 pm and continuous floor trading in underlying stocks of the traded options market from 10 am to 3 pm. After-hours trading takes place until about 6 pm.

STOCK MARKET FACT CHART PARIS

Market capitalisation: FF834.78bn (\$1 = FF6.09, £1 = FF10.47). Number of shares listed: 461 domestic, 207 foreign. Top 10 stocks, percentage of market: 25%.

Resilience of dollar proves a welcome tonic

London
BLUE chips saw little demand overall in a generally dull day's trading as leading institutions sat on the sidelines, assessing the implications of the hike in UK interest rates.

after the transaction. Computerised delivery of most bearer shares takes place through the Sicovam clearing house. A new computerised settlement system is planned for the end of 1988.

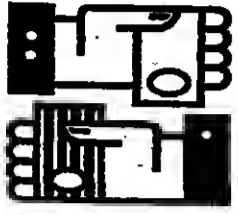
FT - ACTUARIES WORLD INDICES

Table with columns: NATIONAL AND REGIONAL MARKETS, WEDNESDAY JUNE 29 1988, THURSDAY JUNE 30 1988, DOLLAR INDEX. Rows include Australia (88), Austria (16), Belgium (63), Canada (125), Denmark (9), Finland (25), France (126), West Germany (99), Hong Kong (46), Ireland (18), Italy (102), Japan (456), Malaysia (6), Mexico (14), Netherlands (35), New Zealand (21), Norway (25), Singapore (25), South Africa (60), Spain (42), Sweden (35), Switzerland (9), United Kingdom (327), USA (576).

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SECTION IV

FINANCIAL TIMES SURVEY



Although the Netherlands financial community faces a time of tumultuous change, confidence

nevertheless remains high and efficiency in the sector is among the highest in Europe, as Laura Raun reports here from Amsterdam.

A period of transition

RARELY in recent years have Dutch banks and other financial institutions been so rocked by events in the sector. Europe's first major cross-border bank alliance, incipient hostile takeover battles, the Amsterdam Stock Exchange's "rolling Big Bang" and the capital markets' liberalisation are profoundly reshaping the landscape of financial markets.

Looming ahead are the barrier-free Europe of 1992 and tighter bank supervision and behind it are the equity crash of 1987 and Third World debt.

The Netherlands' financial community is reacting somewhat belatedly to fundamental changes that began several years ago and were felt most strongly in the UK and US. Now deregulation, consolidation and foreign competition are hitting the Netherlands in full force. The alliance between Amsterdam-Rotterdam (Amro) Bank and Generale Bank of Belgium is perhaps the most symbolic response yet to the changes.

One of the most important trends is "the emergence of street-fighters in London and New York with a commercially extroverted attitude, which has resulted in the disappearance of a lot of traditional Dutch business to these markets," observes Mr Robert Weaver, a sales manager

in charge of financial products at Thorn/EMI's Software Sciences subsidiary in Amsterdam.

"Their attitude . . . is a result of Government-imposed regulations, dealing at own account and not just on behalf of a client's risk, and cultural history."

Compared with financial institutions in the rest of the European Community, the Dutch are among the most efficient, according to the Cecchini Report, a seminal study of the economic implications of the single market of 1992. The report concludes that prices of financial services in the Netherlands - most notably insurance - will fall relatively little because markets already work well.

The Netherlands has long boasted of free capital flows and welcomed foreign financial institutions. Competition has heightened in recent years amid the globalisation and liberalisation of financial markets.

That is not to say markets are perfect, however. Cozy cartels continue among banks and the European Commission is investigating whether these price pacts restrain trade.

The October equity crash appears to have caused less damage than originally was feared in the Netherlands, although losses were suffered, and one *hoekman* (floor specialist) firm was re-



Amsterdam Stock Exchange: its own "rolling Big Bang" is now well under way.

(Picture by Ashley Ashwood)

Netherlands BANKING AND FINANCE

Third-world debt remains relatively less of a problem for Dutch banks than for many, but the Dutch Central Bank, in its 1987 annual report, cautioned against complacency.

International supervision of banks is being tightened by the

European Community as well as the Bank for International Settlements (BIS). Both have imposed more stringent capital requirements, which must be in place by 1992.

The Dutch have higher aspirations, however. Amsterdam would like to see itself as the

leading financial centre on the continent, straddling the gap between the Far East and London. An internationally-oriented stock exchange, sophisticated capital markets and thriving options exchange are supposed to be its weapons.

Amsterdam bankers were,

therefore, shocked when two foreign institutions - Schroders and Credit Suisse-First Boston - won prestigious contracts to advise on the privatisation of DSM, the state-owned chemicals company. Equally shocking was Credit Suisse-First Boston's move to break the stranglehold on the

CONTENTS

Commercial banks prepare for intensified competition in 1992	2	Pensions reform: still high on the agenda: developments in the capital market	6
Capital markets in throes of big change	3	Postbank gets ready for privatisation	7
Amsterdam Stock Exchange: lively debate over protection rules and the role of the hoekman firms	4	The Dutch Guilder: welcome room to manoeuvre: profile of Rabobank	8
Insurance industry: moral end commercial conundrums	5		

capital markets wielded by the *Klaverblad*, the cloverleaf of leading Dutch banks.

"Because their home basis is small, (Dutch banks) have by definition an unfavourable position compared with banks of bigger EC countries," admit messrs. C.J. Oort and H.J. Schotsman, two Dutch mandarins of the banking world. "They profit not only in less measure from economies of scale, which certainly manifest themselves on a national scale. But also when it comes to big international loans, placing capacity in Euro-issues and attraction of assets they benefit greatly."

Consolidation is the answer for some. Amro and Generale Bank took the lead in February when they unveiled plans to forge a single group within three years.

It would be the largest bank in the Benelux and sixth biggest in Europe. Activities abroad are to be merged while their separate identities are to be maintained at home.

The partners took 9.9 per cent holdings in each other's share capital and planted it in a holding company where they hope it will bloom into a full marriage. Details of the marriage contract have yet to be worked out and both sides are acutely conscious of the legal, financial, political and cultural obstacles.

"We would have fully merged now except for fiscal reasons," Mr Roelof Nelissen, Amro chairman, said privately at the time. But politics and culture could prove even more difficult.

Dutch and French power-sharing in Belgium is no model for Amro and Generale Bank. Also Belgians are feeling under assault by foreigners and it remains to be seen whether Brussels' favourable attitude toward the alliance endures.

Corporate culture is another matter - "French and Latin managers, unless they are exceptionally culturally sensitive, tend to have problems in Anglo or Nordic countries, including the Netherlands," argues Professor Geert Hofstede, who teaches international management at the University of Limburg.

Integration among various kinds of financial institutions is another strategy for bracing themselves against the ravages of competition. Dutch banks and insurance companies can hold no more than 15 per cent in each

other's business, unlike elsewhere in Europe where no limits exist.

The Dutch argue, however, that to keep a level field of play, they should have the same freedom to merge. *Nederlandsche Bank*, the Dutch central bank, has promised discussions soon.

Regardless of size, efficiency is, of course, important - certainly in payments-clearing where Dutch banks collectively lose 1.10 per cent a year. They are investing heavily now in electronic banking systems to help staunch the losses after years of complacency over new technology.

On the corporate front, consolidation is no less controversial. The Amsterdam Stock Exchange, a rather club-like private association, is in an uproar over possible hostile takeover battles and corporate defences.

Dutch companies desperately fear attack by foreign corporate raiders if they let down their notorious defences. Nevertheless, the Stock Exchange tried to impose a limit on anti-takeover defences. Then the limit was withdrawn - and now the Bourse is embarrassingly confused. Equally worrisome is that clandestine meetings were held where attendees were sworn to secrecy over matters that affect public shareholders.

There are no hindering game-rules for regulating mergers, only a voluntary merger code. Dawn raids are possible since investors do not have to bother to report stakes in companies, no matter how large.

But, until now, only one unfriendly bid has succeeded and that one raised eyebrows because it sweetened the terms for dissident shareholders and then extended them to everyone else. Dutch companies arm themselves with iron-clad weapons which are permanent corporate constructions, not temporary ones. These constructions grant substantial control to incumbent management and severely limit shareholders' rights.

The Dutch are tempted to throw up their hands and wait for Brussels to impose EC-wide rules on hostile takeovers, corporate defences and merger procedures. Meanwhile, the Dutch financial industry will be left to sort itself out under a new bill unveiled this month.

Continued on Page 2

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NETHERLANDS BANKING 3

Amsterdam has to liberalise further to confirm its competitive position against rival markets

Capital markets in throes of big changes

AMSTERDAM'S tradition-bound capital markets are in the midst of a far-reaching transformation. In a response to growing competition on the domestic and international bond markets, the Amsterdam stock exchange announced a second sweeping liberalisation programme on May 16.

The plan effectively abolishes the so-called "Van Campen" system of tender-writing allocation which has been a persistent but increasingly inefficient fixture on the Dutch primary bond market for more than a decade. Instead, Amsterdam will move closer to European practices, which will more equitably spread debt among participants and also produce new pressures to sell and compete.

The new rules mark an end to the market domination of the old *Klaverblad* (or cloverleaf) banks which consisted of ABN, Amro, their respective merchant banking subsidiaries Mees & Hope and Piersen, Heiding & Piersen, plus Rabo and NMB.



Mr. H. Onno Ruding, the Dutch Finance Minister: a keen supporter of the liberalisation of Dutch capital markets.

Mr. Onno Ruding, the Dutch Finance Minister, is a keen supporter of the liberalisation of Dutch capital markets. He also insists he has no intention of competing on fees as do his counterparts in the banks. Clearly CSFB and other foreign banks with well-developed international placing networks, have been able to turn the greater foreign interest in Guilder issues to their advantage.

Lower Dutch interest rates in relation to West Germany prompted a number of foreign investors to switch from D-Mark and Swiss franc denominated bonds into Guilder paper. Despite these changes, many are calling for further regulatory adjustments to cement the market's competitive position internationally.

Stock trading activity shows little signs of recovery (although bond trading remains brisk) and this will mean generally stagnant profits. Those institutions with larger private client bases will be more deeply affected. Most banks are laying greater emphasis on developing their research services, as they lag far behind their US and UK competitors.

European Options Exchange

Still in black despite doubt

EARLY THIS year, Mr. Tjerk Westertop, chairman of the European Options Exchange in Amsterdam, was gloomy about prospects for the exchange for 1988. Today he is slightly less pessimistic.



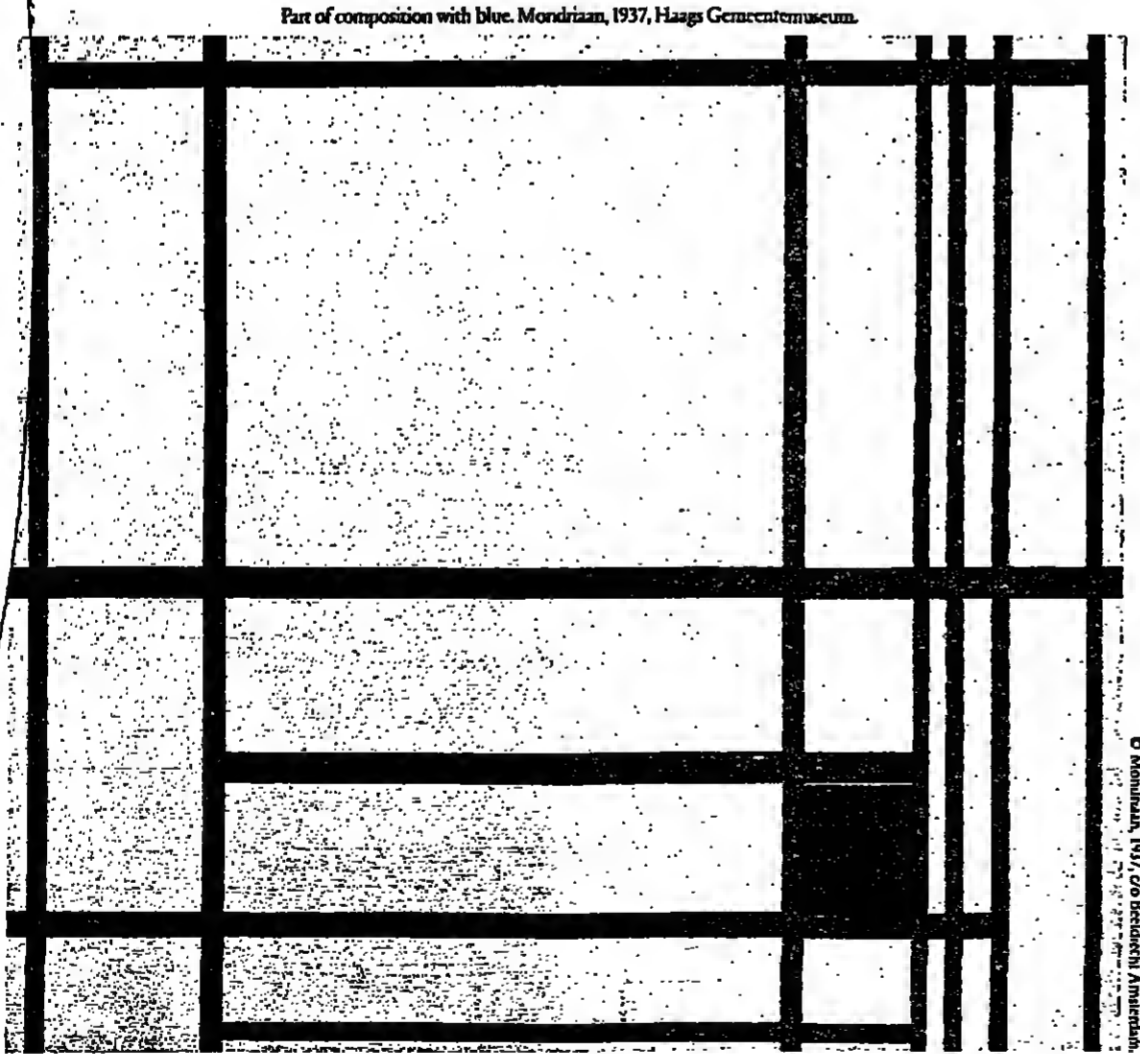
Mr. Tjerk Westertop, director general of the European Options Exchange

Exchanges around the world are struggling with less business since October last year, with the exception of Japan. But Mr. Westertop's conclusion is that the average investor still has a wait-and-see attitude. "They are all watching developments in the United States," he adds.

It is understandable that Mr. Westertop closely watches happenings at the Amsterdam Stock Exchange, in particular "revolutionary" developments regarding takeovers and mergers and the fierce attacks on the Dutch bastion of protectionism in these matters. Mr. Westertop adds that "we will have to create European criteria on all European markets, because by 1992 it must be possible to not only list your company on stock markets in Amsterdam, but also in London, Paris, or Luxembourg. These developments are of high importance for the EOE."

Table with 5 columns: Year (1983-1987) and rows for Real GDP growth, Inflation (%), Current account (US\$bn), and various indices.

Table with 7 columns: Balance Sheet Total, Net Profit, Per Cent Change, Gross Profit, Per Cent Change, Debt Provisions, and Per Cent Change. Rows include ABN, Rabo, Amro, and NMB.



Part of composition with blue, Mondrian, 1937, Haags Gemeentemuseum.

What does this Dutch artist share with Rabobank? Clarity, strength and vision.

Mondrian's paintings are characterised by clear lines, and strong use of form and colour, based on very definite views on his art. Similarly, Rabobank has carefully developed its own vision of banking. As Dutch industry grew, so did Rabobank, building up a network of 2,300 offices to become the largest domestic bank.

Rabobank The Art of Dutch Banking

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NETHERLANDS BANKING 4

Protection rules on the Amsterdam Stock Exchange

Takeover defences come under heavy fire

THE MEETINGS were highly secret. Every participant, 300 in all, had to sign a solemn promise not to bring them into the open.

In this way the board of the Amsterdam Stock Exchange recently held three meetings - or hearings - to test the opinions of Dutch business (i.e. companies listed at the Bourse) about plans to adjust the existing notorious Dutch protection rules against domestic and foreign takeover attempts.

The issue is one of the most controversial in the history of the 300-year-old Amsterdam Stock Exchange.

Today, public companies in the Netherlands enjoy some of the strongest defences in Europe against hostile takeovers since legal incorporation grants managements wide-ranging powers and shareholders have very few rights. Nevertheless, potential foreign raiders are watching events in Amsterdam with increasing interest.

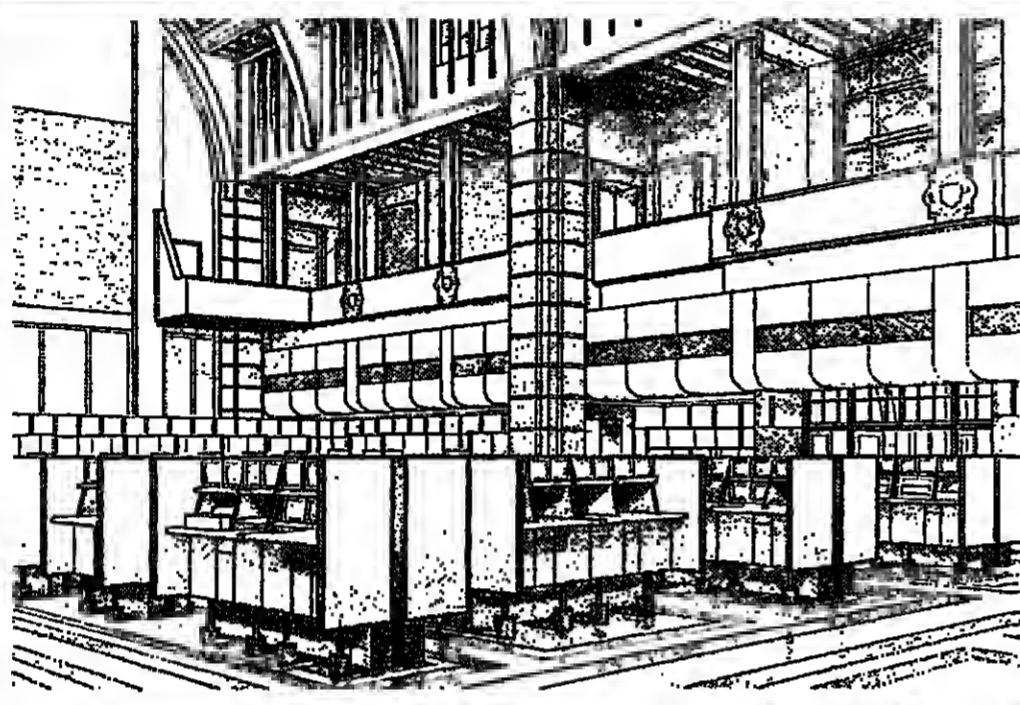
As things stand, only agreed deals stand a chance of success. However, the traditional oligarchy, in which company managers have an inherent right to run their business the way they want without checks and balances by shareholders, seems to be facing its final days. In the last 18 months, shareholders have been demanding more rights - and the protective walls surrounding Dutch companies are slowly crumbling.

In the early 1970s Dutch companies began fashioning strong anti-takeover defences to fend off British and other foreign companies which were keen to take over Dutch concerns. Foundations friendly to management were created with priority and preferred shares, closely controlled by the managements.

Influence by shareholders was further curbed when companies began to issue share certificates with no voting rights. The shares and their voting rights were administered by so-called "administration offices," whose allegiance leaned towards the company management.

However, the result, according to Baron van IJersum, the Stock Exchange chairman, is that today the Amsterdam bourse has one of the (if not the) lowest price-to-earnings ratios in Europe.

Baron van IJersum blew the whistle about a year ago by saying that it was finally time that Netherlands investors were given more say in how companies



■ The issue over protection rules is the most intense in the history of the 300-year-old Amsterdam Exchange, above. ■ An impression (left) of new technology being installed on the trading floor.

protective measures should be submitted for prior approval by shareholders.

"The placement of preference shares should serve the promotion of the interests of the company and all parties concerned. Managing directors of listed companies should not be entitled to more than half of the responsibility for the manner in which the voting rights on priority shares are exercised."

Not until June 1987 had the Netherlands ever seen a hostile takeover attempt. Elsevier, a leading Dutch publisher, launched an unfriendly bid for Kluwer, one of its smaller rivals, which ultimately was rescued by white knight Wolters Kluwer.

Early this year, shareholders of Nedlloyd of Rotterdam, a Dutch shipping and transport group, revolted under the leadership of dissident shareholder Mr. Thorstein Hagen, a Norwegian shipping consultant.

He convinced other shareholders to vote down an issue of

cumulative preferred shares that was proposed by management.

Mr. Hagen and the Nedlloyd management reached a rapprochement earlier this month over corporate strategy to streamline Nedlloyd's diversified transport activities.

Another case involved Audet, a modest Dutch publishing company in Nijmegen, which faced a takeover bid by VNU, the largest Dutch publishing group. Dissident Audet shareholders finally won a higher offer, which was also given to all other shareholders.

In the wake of the Stock Exchange's proposed limit on anti-takeover defences, listed Dutch companies have rebelled. Baron van IJersum said earlier this month that he needed "to evaluate" the secret hearings held with the 300 listed companies.

He admits however that it is "unfortunate" that the outcome of some of these meetings was already widely published in some media.

He says: "The heart of the matter is of course that in the Netherlands clear rules for takeover or merger situations are lacking because of the low earnings-price ratios. A lot of foreign companies are looking at Dutch companies."

On July 1, he says, the Stock Exchange board will take a final decision on the subject and an advisor will be sent to Onno Ruding, the Dutch Finance Minister, who has the last "political" word in the matter.

Last week Mr. Ruding made it clear that he would not take a decision soon as the issue might require a parliamentary debate.

This development is also explained by Mr. Jack Westertop, chairman of the Amsterdam option exchange, Baron van IJersum's "near neighbour". Mr. Westertop, who is a former Cabinet Minister, comments that the issue should be handled at a European level.

"Takeover and merger constructions are heavily protected in the Netherlands and Switzerland, less so in Belgium and West Germany, not at all in countries such as the UK, France, Spain and Italy."

"The French have already made it clear in Brussels that something should be done about it at a European level," he points out.

Friso Endt

Role of the hoekmen firms

The debate intensifies

"HOEKMEN" may be an endangered species. The floor specialists on the Amsterdam Stock Exchange are increasingly having to defend their role as central market-maker at a time when off-floor trading looks like the way of the future.

Echoing the debate in London at the time of its Big Bang, Amsterdam is now engulfed in a wrenching battle over the hoekmen's role. Heavy losses in last year's equity crash and the fallout of one firm have fueled the debate.

A key question is whether hoekmen should continue in their single capacity as market makers or be allowed to expand into brokering and other services - dual capacity. Related to that is how securities are priced and liquidity is guaranteed.

"They do not, like their counterparts in New York and London, have to earn their income on the spread," notes Mr. Robert Weaver, a sales manager in financial products for Thorn/EMI's Software Sciences subsidiary. "By working to earn money on a spread it would stimulate the market participant to be commercially extroverted and therefore create a much more competitive price, which is ultimately what interests the customer the most."

The slides are clearly drawn. The 35 or so hoekmen firms are happy with the way things are. The October stock market crash actually proved the need for hoekmen, they argue.

Expanding into brokering might be all right if banks and brokerage firms are kept at bay, as they are now. But a net pricing system would require much greater capital resources than most hoekmen have now.

"We have solved the problems," asserts Mr. M.J. Driessen, a spokesman for the hoekmen. "We are merging to strengthen weaker members and establishing a new fund to help in times of temporary shortages of capital."

Big Dutch banks and commission houses are eager to buy into hoekmen firms beyond the 5 pc limit now imposed by the stock exchange. Fully integrated firms could then be created with everything from market making to sales to securities research, as

happened in London. Perhaps with that in mind James Capel, London's biggest stockbroker, has taken over one firm.

Hoekmen are assigned to a hoek, or corner, where they match up orders from banks and commission houses in a number of assigned securities. As single-capacity players they can only make markets based on orders received and cannot act as brokers in dealing with investors. Commissions on every trade rather than price spreads provide income. Banks and brokers are forbidden from owning hoekmen to avoid possible price manipulation.

Hoekmen firms have exploited their strong position on the bourse board of directors by playing into the vision of its chairman, Baron Bouwdeswijn van IJersum. He is committed to a centralised trading floor where orders are funneled and prices are set.

Even players in the Amsterdam Interprofessional Market (AIM), a bloc-trading market, must still report prices back to the central floor although deals bypass the hoekmen. This prompt reporting allows the hoekmen to shade their quotes when aim players seek to offset their positions on the central floor.

In years past, hoekmen did a good business - collecting commissions, trading on their own account, free of the obligation to deal in order to keep an orderly market. Capital requirements set by the bourse were rather modest and profits were not always plowed back into the firm.

"Some people left their big cars parked on the edge of Amsterdam and came in with the train," admits Mr. Coes Vrank, a partner in the firm of Wolbers, the fifth largest hoekmen with 13 traders.

Wolbers is the result of a merger earlier this month between Wolbers/SAS, itself the product of a merger, and Idema. The newly merged firm makes markets in stocks such as Unilever, Hoogovens and Nedlloyd as well as investment funds and options.

Mr. Vrank argues that the October crash proved how indispensable hoekmen are. During the collapse in share prices it was the

Continued on Page 5

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NETHERLANDS BANKING 5

Dutch insurance companies are faced with sweeping changes and ...

Moral and commercial conundrums

DUTCH INSURANCE companies are facing sweeping changes. The three main problems are health insurance reform (as costs are rising beyond expectations), risk insurance against the AIDS virus, and - inevitably - the impact of the single European market in 1992 and what competition such a market will bring.

Health care is comparable to that of Britain, with costs in the Netherlands rising so greatly that the government and the insurance industry are facing a near-impossible burden. It is a political dilemma which will be fought out in Parliament this autumn.

The insurance companies have been asking the government about AIDS-related issues: for example, can insurance companies ask prospective clients whether they are possibly contaminated by the AIDS virus, or if they have been diagnosed as HIV positive.

The Association of Health Insurance Companies has advised the industry to ask these difficult questions. A spokesman from one of the companies, Da Zilveren Kruis, (The Silver Cross) said recently that people who are HIV-positive would be offered the same services as applicants suffering from heart-disease, diabetes, or cancer, for example.

also chairman of general management at Nationale Nederlanden, the biggest insurance company in the Netherlands. In an interview he said: "The first time we were really confronted with AIDS was a little over two years ago. The life companies are in close contact with the public via their field staffs and agents and they want to attain the AIDS policy to social developments."

COST SAVINGS

Table with 2 columns: COUNTRY, %/pts. Rows include Belgium (0.7), Germany (4.6), Spain (3.2), France (3.7), Italy (4.0), Luxembourg (0.1), Netherlands (0.3), United Kingdom (5.1), TOTAL (21.7)

This table indicates how European integration will save money in credit and insurance markets.

problem received attention, followed by a great deal of unrest - and now we are in the phase of extensive consultation.

The purpose of our association is to try to avoid an escalation of an AIDS witch-hunt. The

Without an AIDS test requirement, Mr Fruitama fears that the risks faced by the insurance companies would be too high.

"The danger lies in a deliberate attack on our company. We have reason to suspect that certain homosexual organisations are advising their members to purchase a life insurance policy when they discovered they have been infected with AIDS."

"We have to protect ourselves against this development by using a careful underwriting policy. We have to safeguard the interests of our present and future policy-holders in order to honour their legitimate claims."

Mr Fruitama emphasises that it is not the task of life insurers to scrutinise people's morals, but he says, "in order to accurately assess an application for a life policy we have to examine medical aspects - and it transpires that AIDS is prevalent among certain groups of people."

Asking people for information about their sexual preference violates their privacy and Mr Fruitama explains that probing questions also have a commercial disadvantage - "you will prob-

bly be able to eliminate dubious risks, but you will also write less business since you offend people by asking such questions."

In keeping a prudent approach, the Dutch Association of Life Insurers advises its members to admit a standard clause into their application forms whereby AIDS is added to the list of diseases about which a prospective policy-holder is usually asked. Mr Fruitama says: "If we really want to protect insurers against AIDS risks, we will have to ask for a specific blood test. An even more extreme measure would be to exclude coverage when it is proved that a death was caused by AIDS."

The blood test in question is the so-called Elisa test, which demonstrates whether a person's body has developed antibodies against the HIV virus, indicating contact with the disease.

Mr Hendrik de Raadt is chairman of the Dutch Association of Company Medical Officers and chief medical officer of Nationale Nederlanden Life. He says the test is relatively cheap (about F125) and can be performed in practically any clinic.

When asked what they would do if they found someone with a HIV-positive test, he replied: "We would do what we always do. We would write the applicant a letter to the effect that we have found a small anomaly in your blood test and we advise you to contact your family doctor who has already been informed by us."

"We would meanwhile put the application in the pending file, inform the applicant's family doctor and ask him to inform us of the outcome if he and his client decide on a further examination."

Mr De Raadt also touched on the detail of claims when a cause of death turns out to be AIDS - the measure which Mr Menny Fruitama describes as the most extreme step insurers could take to protect themselves.

"This would involve drastic legislative changes," says Mr de Raadt. "For reasons of privacy, insurers in the Netherlands do not receive a copy of a death certificate, as do their colleagues in other European countries. So we are simply informed that a person has died - not how he has died."

With an eye towards a wider market in 1992, the Dutch non-life insurers market always have been freely accessible to foreign insurers. No matter where an insurance company is established



Health insurance: "a political dilemma which will be fought out in parliament (above) this autumn"

Controversy over the hoekmen

Continued from page 4 hoekmen who were buyers of last resort, even when not legally bound to do so, he avers. Trading in Amsterdam never grows to a halt as it did in London.

"Some banks weren't even picking up the telephone," he snorts. "It was clear during the crash that we were a professional counter-party." Financial losses resulted from acting professionally, he argues.

Capital requirements recently were raised sharply for hoekmen as for all stock exchange members. Now firms must have a minimum base of Fl. 1m, four times the previous amount.

Risk-weighted liquidity requirements for the securities which they deal also were lifted. Hoekmen must now hold 20-30 per cent of a given position in liquid form.

A venture capital fund is being created to serve as a buffer in

case of emergencies like the crash. A stock exchange member can participate but the fund won't be on the way for outside shareholders in hoekmen, Mr Driess insists.

"It's not a first step in that direction," he warns. "We don't want to remain independent in order to keep the setting mechanism pure."

On a few points nearly everyone agrees. Hoekmen must press hard with efforts to strengthen their financial resources and professional expertise if they are to survive at all.

The crash of 1987 took its toll, resulting in losses of "tens of millions of guilders" and the rescue by Mellegers and Van den Elsaker by Amsterdam options traders. Mellegers was the result of a four-way merger last year and proved that bigger does not necessarily mean healthier.

Consolidation nevertheless has shrunk the ranks to about 35 firms from more than 50 a few

years ago. Only 15 or 20 eventually will be left, according to common consensus.

Falling commissions, rising costs and the need for better talent are hitting most firms. Over the past five years commissions have plunged by about half. The stock exchange's current move into "paperless trading" is costing members heavily in new computer equipment.

Greater capital is essential if liquidity is to be guaranteed. Hoekmen presumably would be better able to stand behind their quotes - which they don't always do now - if they had plenty of money behind them.

Mr N.E. Bédema, senior partner in his firm of the same name which recently merged with Wolbers/SAS, notes that expertise is equally important - "Hopefully you increase your know-how," he says. "You want to acquire traders with a vision."

But other points remain contentious. One is settlement of

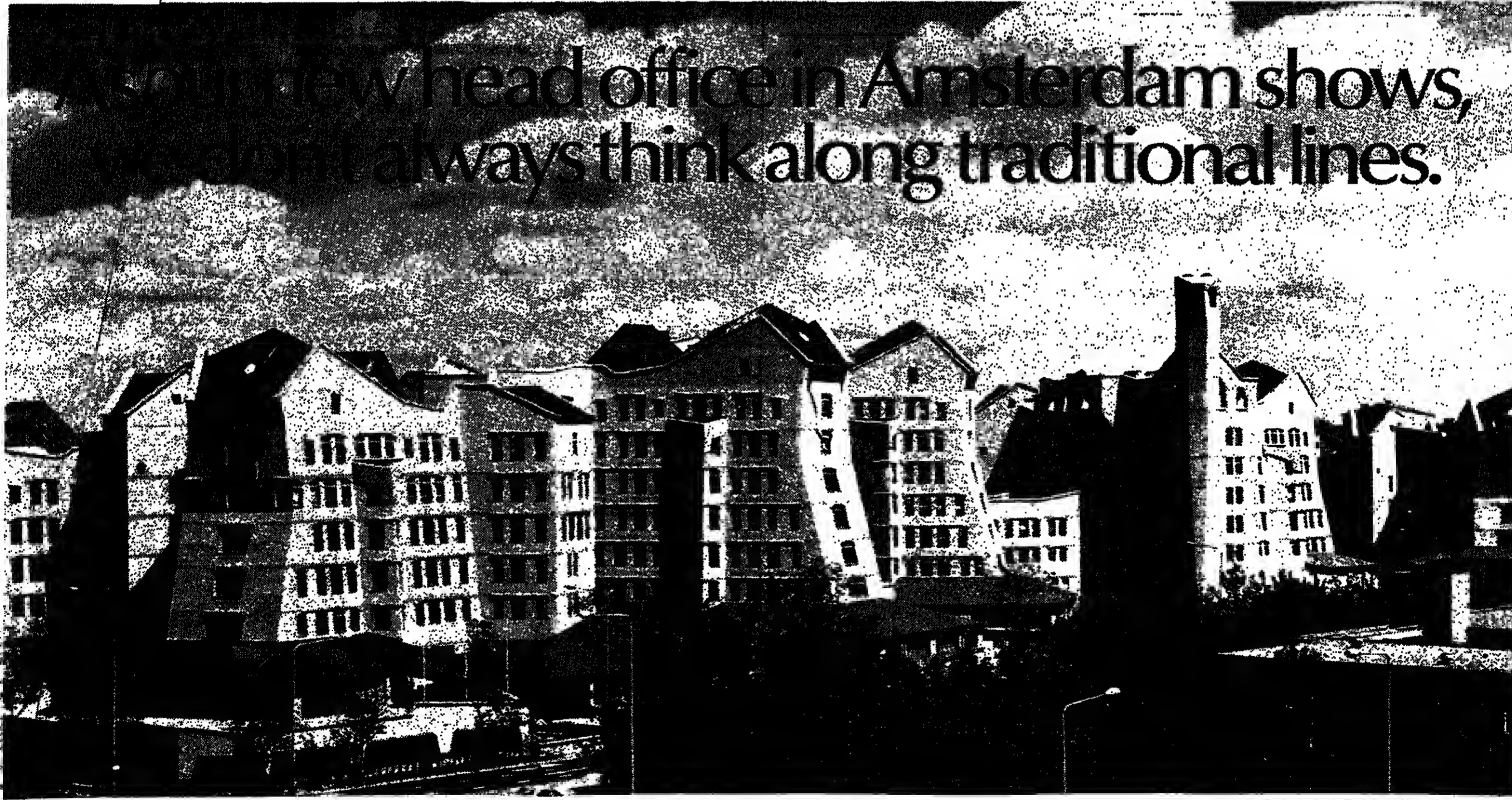
hourse transactions, which can take anywhere from two to 10 days. Baron van IJsserum has promised to impose the international standard of five business days but nothing has happened yet.

The variability allows hoekmen to juggle settlement in order to finance positions with new ones rather than with funds. But banks and brokers often get squeezed between the hoekmen and foreign clients, who work on the five-day rule. If the hoekman pays later the bank has to carry the financing charge.

More divisive is the hoekman's access to AIM prices. Baron van IJsserum has vaguely relaxed the reporting requirement, but it is unclear how independent off-floor trading can be. Some market participants believe it is only a matter of time before genuine off-floor trading is allowed and Amsterdam has a real Big Bang.

But other points remain contentious. One is settlement of

Laure Raun



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NETHERLANDS BANKING 6

Pensions reform

Still high on the agenda

AFTER 20 years of working for pension reform, Mr. Erwin Nypels, Member of Parliament for the Democrats '86 party, is finally getting some reward, though no retirement: he is seeing industry move to make private pension benefits fairer to those who change jobs.

The system until now has been "legalised theft," Mr. Nypels claims, surrounded by two decades of research on pensions. "The 'lifters' are rewarded and the 'movers' are penalised."

Mr. Nypels is founder of the Association for Combatting Pension Severance. The "severance" is of a job-changer's pension fund from the indemnity enjoyed by a job-keeper. Deprived of inflation or wage indexation, the pension funds are called "sleepers" and cannot be taken to the next job, either.

A worker who changes jobs at the age of 35 can lose a quarter of the benefits that would otherwise have been enjoyed, someone who changes jobs at 45 can lose half.

"Pension severance further serves as a damper on labour mobility and means a serious erosion of the freedom to choose a job," Mr. Nypels explains. "For older employees this leads to a kind of pension slavery. From the viewpoint of labour market policy it is urgent that this damper on mobility is removed. This is also in the interest of cross-fertilisation of experience in industry."

In the Netherlands, as in the UK and US, pension reform is high on the agenda. Pension severance affects a quarter to a half of all workers, according to Mr. Nypels. The population is ageing rapidly and by the year 2000 around 23 per cent of the population will be retired.

Dutch pension funds are believed to be the biggest in the world, with assets of about F1390bn at the end of 1987, according to the Netherlands' Central Bureau of Statistics. Banks would like to tap into this wealth of savings which, until now, have been the exclusive preserve of pension funds and insurance companies. Both the investments and benefits are coming increasingly under attack.

A state pension is available to everyone upon reaching the age of 65. It is equal to between a half and a full minimum wage, depending on the age and employment of family members. Since April 1 pension benefits

have been trimmed for a working spouse - a further irritant to meo who were already angry about having their benefits cut several years ago when women got equal ones.

Because state benefits are rather modest most companies

Pension severance serves as a damper on labour mobility and erodes freedom of job choice

and industries offer private pension schemes as well. About 60 per cent of all employees are covered by private plans and this is expected to rise to 80 per cent in coming years.

Mr. Nypels, who first introduced a bill on the subject to parliament in 1980, wants to see the sleeping funds linked to inflation, wage rises, age or company tenure. Pension portability, in which an employee can take his fund with him, would also be allowed under the bill. Anything that would equalise the benefits for lifters and movers has Mr. Nypels' approval.

Earlier this month an industry group was formed to adjust pension benefits for either age or company tenure in the case of job change. The group represents companies which cover about 400,000 employees in the metal industry and architectural profession, among others.

Another 300,000 employees work for companies which had already agreed to adjust funds for both age and tenure. But, in total, these 700,000 employees account for less than one-fifth of all workers and it is not clear how quickly other employers will move - if they move at all.

By the end of this year employers are supposed to report back to Parliament on efforts to adjust pension schemes. "By the first half of 1989 I hope to put things in order," Mr. Nypels says. "The Liberal Party says that if industry won't voluntarily rectify the situation then they will support my bill."

Pension portability has been forbidden for two reasons. One is the government's desire to keep people from spending their retirement money on things like houses; the other is the enormous variety of schemes, as many as 30,000 with different regulations spread among 1,180 funds. Employers have so far forestalled efforts to force them to adjust sleeper funds, arguing it would be too costly. But Mr

Nypels retorts that indexing could easily be paid out of funds ample reserves.

Critics argue that Dutch pension schemes discriminate against people building careers, unmarried people, women and low-income workers. Tradition-

ally, private schemes were designed for the bread-winning married man who remained with one employer and whose wife stayed at home. Working women and single people usually face more stringent criteria for participation and receive lower benefits.

Low income employees suffer at the expense of more highly paid ones because "last salary" schemes account for 60 per cent of all plans. Under these, the person retiring gets 70 per cent of his last salary regardless of whether the accumulated premiums and interest are equal to that. Also unfair, say critics, is that employers frequently offer a pension "bonus" to higher-salaried workers to entice them to change jobs. This bonus is paid out of fund reserves.

"Available premium" schemes, which account for another 25-30 per cent of all plans, often yield better benefits and are fairer. Benefits simply amount to the built-up premiums and interest, which often come to more than 70 per cent of the last salary. But the exact benefit level is unknown until the last moment and Dutch workers prefer the certainty of the 70 per cent.

Rabobank, the big Dutch co-operative bank, launched a campaign earlier this month for greater choice in retirement-fund products. Mr. H.J. Klarenbeek, vice chairman of Rabo, urged the government to allow banks to offer a kind of individual retirement account and to raise overall tax deductions for such savings to 20-25 per cent of income.

"A greater supply of old-age reserves and the involvement of banks in that supply are conditions that justify the growing demand for more choices in ... these products," Mr. Klarenbeek said. "Both would lead to an improvement in the allocation of private savings which could be plowed back into the productive sectors of our economy. From the viewpoint of equitable competi-

tive conditions in the context of 'Europe 1992' something is necessary."

Pension funds also are criticised for their investment policies. They are too big and lazy and if funds were invested more cleverly then excessively high premiums - some say among the steepest in the world - could be pared and benefits could be raised, the argument goes.

It is true that investment policies are quite conservative by international standards. The rate of return used to calculate benefits is a low 4 per cent and anything above that is tossed into the reserve pot and is used to top up last salaries, among other things. A higher rate of return would allow more generous benefits or lower premiums, or both.

Dutch pension funds invest much more heavily in government bonds and more lightly in equity than their UK counterparts. As much as 80 per cent was tucked into government bonds (Dutch and foreign) and private-placement loans, and as little as 5 per cent in shares in the past, although this is changing, especially among sophisticated funds such as Royal Dutch/Shell.

World Markets Company, an Edinburgh-based bureau now owned by Bankers Trust of New York, surveyed 23 Dutch funds last year and found 64 per cent of portfolios in bonds, 17 per cent in equity, 16 per cent in real estate, and 3 per cent in mortgages.

Over the past four years Dutch funds have earned about 9 per cent in guilders terms on their assets - significantly less than the 15 per cent in sterling terms chalked up by UK funds, according to World Markets Company.

The Dutch argue that last year's equity crash proves the need for a prudent policy. But even in 1987 UK funds performed better, earning 34 per cent, or twice as much as the 1.6 per cent for Dutch ones.

Despite last year's crash, Dutch pension fund managers probably will continue to adopt a more flexible attitude, with one obvious exception. Portfolio insurance - using options and futures to hedge a portfolio - got a very black name in the October crash and it is doubtful whether this once-popular US strategy will find its way into the Netherlands.

Laura Raun



Shoppers, young and old, in the Lijnbaan area of Rotterdam; pension severance policies probably affect a quarter of all Dutch employees. The population is ageing rapidly and by the year 2000 around 23 per cent of the people will be retired.

Venture capital

Form of financing that suits

IN TERMS of venture capital funds, the Dutch are the third largest in the world, with F1 2.5bn (Ecu 1.1bn), not far behind the United States with \$19.6bn and the United Kingdom with Ecu 2.7bn.

Dutch funds alone "are covering more venture capital areas than all other European Community countries together, apart from the UK," comments Professor Arie van der Zwan, former president of Holland's National Investment Bank; today he is a board member of Vendex International, the department store chain.

Venture capital is a form of financing that suits the Dutch well. Three centuries ago in the days of the United East Indies Company, Dutch entrepreneurs were already launching into the sector. If, for example, one of the company's ships returned with pepper from the Dutch East Indies, the investors made a profit - but if the vessel did not return, then investors lost their money.

The venture capital market in the Netherlands today is somewhat less adventurous - ten years ago a Dutch businessman, Bert Twaalfhoven, went to the European Management Conference in Switzerland and told

Dutch bankers that he considered them anything but risk-takers. But by 1981 the climate was changing as the Dutch Government, faced with a wave of unemployment, started a venture capital scheme in which the

ratio in those early days was that, generally, one-tenth of investment projects was a success, while five gave reasonable return, three gave average return - and one was a near disaster!

Today, Mr. Blaauwboer, Nesbic venture capital company, has a capital of F1 50m. A story is not exceptional: out of 100 ventures entered the market, but to the Government has entered 25 venture capital sector by losing the Company for Industrial Projects (M.I.P.).

Various chambers of commerce are also operating in the field. For example, the chamber in Rotterdam set up a scheme three years ago to attract 300 small private individual investors to each participate with F1 500 in venture capital.

The response was so swift and encouraging that chambers in other cities have followed suit - in, for example, in Dordrecht, Haarlem, Rotterdam, Delft, Lelystad and Bergeijk.

The Government's organisation for industrial projects, M.I.P. has so far invested close to F1 200m in different schemes. According to the latest "Venture Capital Guide Book," published by Peat Marwick, the accountancy firm,

Frise Endt



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NETHERLANDS BANKING 7

Half the population and 80 per cent of all Dutch companies have an account with the state-owned bank

The Postbank gets ready for privatisation

THE COUNTDOWN has started for privatisation of the Postbank. The Dutch state-owned bank is to be publicly floated within two years and pressure is on to get ready.

Perhaps most urgent is the need to improve its weak earnings record, where net profits could fall again in 1988 for the second straight year.

Mr G.J. Van der Lugt, president of the Postbank, seems confident he can transform a government-owned bank into a private one that can compete with the best of them.

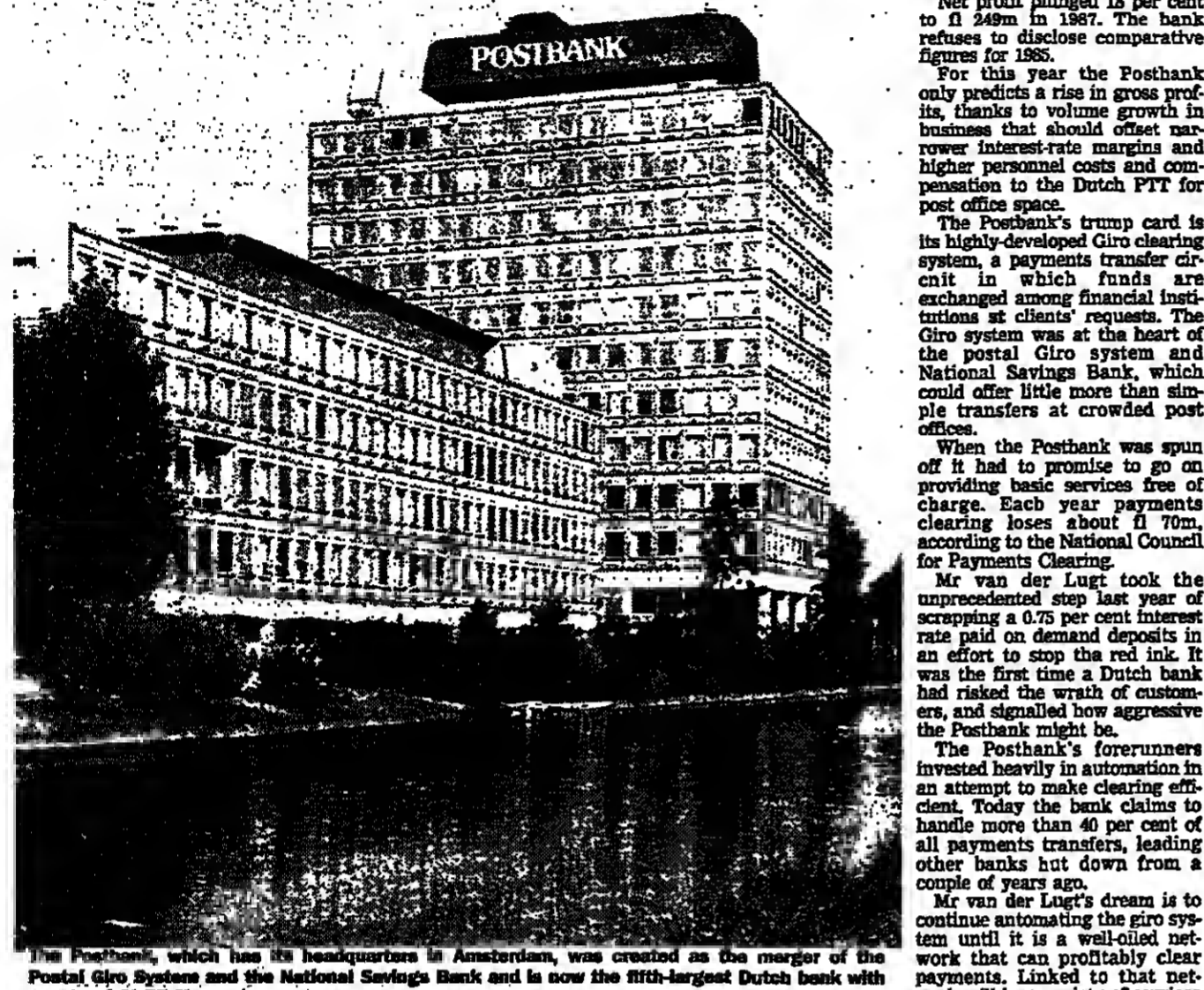
In 1986 the Postbank, which has its headquarters in Amsterdam, was created as the merger of the Postal Giro System and the National Savings Bank and is now the fifth-largest Dutch bank with assets of fl 55.2bn.

services such as securities brokerage and merchant banking, which will be allowed at the time of the flotation. A stable of traders, arbitrageurs, advisers and analysts must be built up.

Because it grew up as a kind of public utility for transferring funds, the Postbank has a massive presence in the Dutch market. Half of the population and 80 per cent of all companies have an account with it.

Over the next four years the Postbank will spend about fl 1.85 bn on automation, mostly EFT. Four major projects are point-of-sales (POS) terminals and their debit cards, automatic teller machines (ATMs), a credit card and GiroNet, a home-banking scheme using personal computers.

Agreement has now been reached on a standard format for on-line terminals and a magstripe card with a central switching centre for all EFT. The system is to be operational by early next year, when a total of about 1000 POS terminals are supposed to be in place.



The Postbank, which has its headquarters in Amsterdam, was created as the merger of the Postal Giro System and the National Savings Bank and is now the fifth-largest Dutch bank with assets of fl 55.2bn.

Net profit plunged 18 per cent to fl 249m in 1987. The bank refuses to disclose comparative figures for 1988.

For this year the Postbank only predicts a rise in gross profits, thanks to volume growth in business that should offset narrower interest-rate margins and higher personnel costs.

The Postbank's trump card is its highly-developed Giro clearing system, a payments transfer circuit in which funds are exchanged among financial institutions at clients' requests.

When the Postbank was spun off it had to promise to go on providing basic services free of charge. Each year payments clearing loses about fl 70m according to the National Council for Payments Clearing.

Mr van der Lugt took the unprecedented step last year of scrapping a 0.75 per cent interest rate paid on demand deposits in an effort to stop the red ink.

The Giro system was at the heart of the postal Giro system and National Savings Bank, which could offer little more than simple transfers at crowded post offices.

Mr van der Lugt's dream is to continue automating the giro system until it is a well-oiled network that can profitably clear payments. Linked to that network will be a variety of services

for private and corporate clients. Ultimately Mr van der Lugt hopes to handle more than 20 per cent of its transactions through electronic funds transfers (EFT) compared with only 3 per cent at the moment.

But the Postbank raced ahead, agreeing with Shell that it would put terminals in 320 petrol stations and with Albert Heijn that it would place terminals in its grocery stores.

By the end of last year Postbank customers had access to 80 per cent of all POS terminals in the country.

The Postbank jumped the gun in saying it would go with Shell in setting up its own terminals and that forced the other banks to take action.

Agreement has now been reached on a standard format for on-line terminals and a magstripe card with a central switching centre for all EFT. The system is to be operational by early next year.

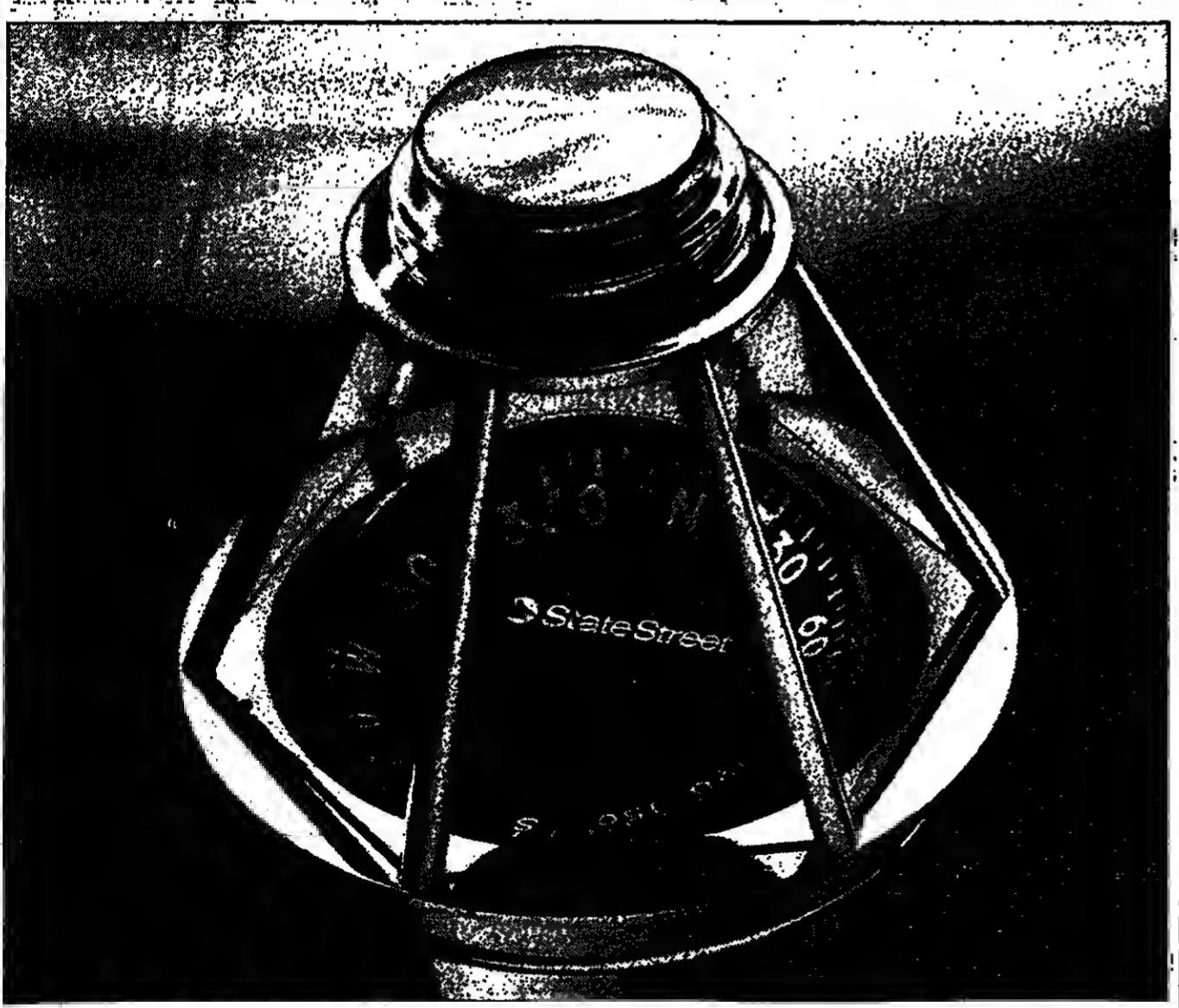
But the Postbank has its own reasons for offering the attractively-priced credit card, half of what Visa costs.

It has limited the cheques given to Dutch tourists travelling abroad because of growing fraud and the new credit card is a safer substitute.

GiroNet was launched in 1986 and allows customers to bank at home or office, using a personal computer. Customers can pay bills, transfer funds and buy household goods.

Four-fifths of the 2,000 users are private individuals and the rest are companies. GiroNet is designed for up to 10,000 users and is expected to appeal to an increasingly ageing, homebound population.

Customers at the Amro Bank (Amsterdam-Rotterdam Bank), one of the country's top three banks, with net profits in 1987 of fl 143.9bn, up 18 per cent on the previous year. An increasing number of Netherlands banks are investing heavily in automated systems and customer services.



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1987 Profits increase by 11% despite volatile currency. Includes a large graphic of the year 1987 and introductory text about the annual report.

RESULTS OVERVIEW table showing financial data for 1987 and 1986. Includes text about dividends, non-life gains, and prospects for 1988.

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NETHERLANDS BANKING 8

OPENING A bank branch in Dallas right now might seem like shooting oneself in the foot. But Rabobank, the big Dutch co-operative bank, has done just that.

The new branch in the economically hattered state of Texas demonstrates Rabobank's commitment to the agricultural industry and expansion abroad. Despite the US farm crisis of recent years, Rabo has probably been one of the few banks to increase lending to the industry, although selectively to businesses and not to individuals.

"It's more than loyalty," explains Mr H.J. Klarenbeek, Rabobank's vice president in charge of foreign activities. "People will always need food — and in terms of the infrastructure, the US is no doubt doing better."

Rabobank, which is based in Utrecht, is currently expanding abroad faster than at any time since its creation in 1972 as the result of a merger. Branches are being opened in Dallas, San Francisco, Sao Paulo and in Switzerland.

Talks are also being held within UNICO, the group of seven European co-operative banks, about closer collaboration. Some kind of joint effort short of a merger seems likely.

Rabo is a parable of the Netherlands. It is a merger of a northern, Protestant co-operative bank — Raiffeisenbank — and a southern, Catholic one — Boeren-

leenbank. Hence the name: Raiffeisenbank and Boerenleenbank.

With assets of Fl 145.5 bn it ranks as the second largest Dutch bank behind Algemene Bank Nederland. Rabo has 922 member-banks with a total of 805,000 members — farmers and companies — who are individually responsible for losses up to Fl 3,000. That has never been necessary and earnings have always been added to reserves, of which Fl 5.4 bn are disclosed.

Earnings have risen steadily over the years, if occasionally modestly. Net profits edged up only 1 pc to Fl 692m in 1987 amid tight interest-rate margins and tepid growth in lending. This year looks similar.

Rabo acts as a kind of "central bank" and treasury for its member banks and their 2,300 branches. It also carries out its own business, including agricultural lending, mortgages, consumer finance, factoring and leasing. Rabo claims one-quarter of all residential mortgages and about 40 pc of all Dutch savings accounts.

Rabo has a virtual monopoly on agricultural lending in the Netherlands — 90 pc of the market — and its overseas expansion has been designed to better serve those home clients.

The push abroad also is intended to bring that expertise — including its top credit rating — to bear in foreign markets. New York, London and Singapore branches have been opened in recent years.

■ Mr Henry Klarenbeek (top left), Rabobank's vice president in charge of foreign activities.

■ Mr H.H. Wijffels, chairman of Rabobank: "We are identifying terrain where we can co-operate on a European scale," he says.

International expansion by Rabobank

Earnings have risen steadily

In the Netherlands, Rabo lends directly to farmers as well as to agribusiness, which accounts for more than 5 per cent of gross national product. A Biotech Venture Fund, for example, recently provided venture capital for a company that genetically engineers seeds.

But as a growth industry Dutch agriculture has been slowed by European community policies and so Rabo has sought greener pastures. Lending to small business at home and abroad has expanded rapidly.

In 1985 Rabo sailed into uncharted waters with the acquisition of the Dutch Ship-Mortgage Bank, an old, ailing Rotterdam institution. The ship-mortgage bank is now in the black but the cheap dollar is hurting.

Today farm loans are the smallest part of the bank's portfolio. They account for 27.5 per cent compared with 32.5 per cent for small business and 40 per cent for mortgages.

The current round of overseas expansion actually began in 1985 when Rabo signed an agreement in principle with the Agricultural Bank of China to set up a joint venture. The following year a branch office was opened in Singapore and representative offices in Hong Kong and Jakarta.

Last month the Chinese pact bore fruit. A joint-venture bank was established with the Agricultural Bank of China, Deutsche Genossenschaftsbank, the international finance corporation (a subsidiary of the World Bank), the Development Bank of Singapore and Yasuda Trust and Bank of Japan.

The bank will be based in Xiamen, a special economic zone, and will finance exports of Chinese farm produce and imports of machinery.

The new Dallas branch is designed to serve agribusiness throughout the whole American Midwest, where seeds were planted several years ago. In 1985, Rabo set aside \$100 m for lending to the US farm belt and used its AAA credit-rating to guarantee loans, including a sophisticated one involving tax-exempt status to a rice marketing co-operative on the Texas gulf coast.

San Francisco will cater to California's high value-added agricultural industry and serve as a bridge to the Pacific Rim.

Sao Paulo is an *entree* into South America, which is considered promising despite heavy

debt problem. In Brazil, Rabo plans to finance commodity exports and provide expertise on major investment projects.

Rabo plans to increasingly tap the international capital markets and Switzerland was chosen as a staging ground although an exact venue has yet to be decided. Luxembourg could follow, according to Mr Klarenbeek.

Potentially one of the most dramatic developments are the talks within UNICO, the group of seven European co-operative banks from the Netherlands, France, Germany, Austria and Scandinavia.

The talks are intended to ferret out whether closer co-operation is possible and if so, in what form, explains Mr H.H. Wijffels, chairman of Rabo. A full merger seems unlikely though.

"It is not unthinkable to be brought under one institution but I definitely do not see it for the next 10 to 15 years," he says.

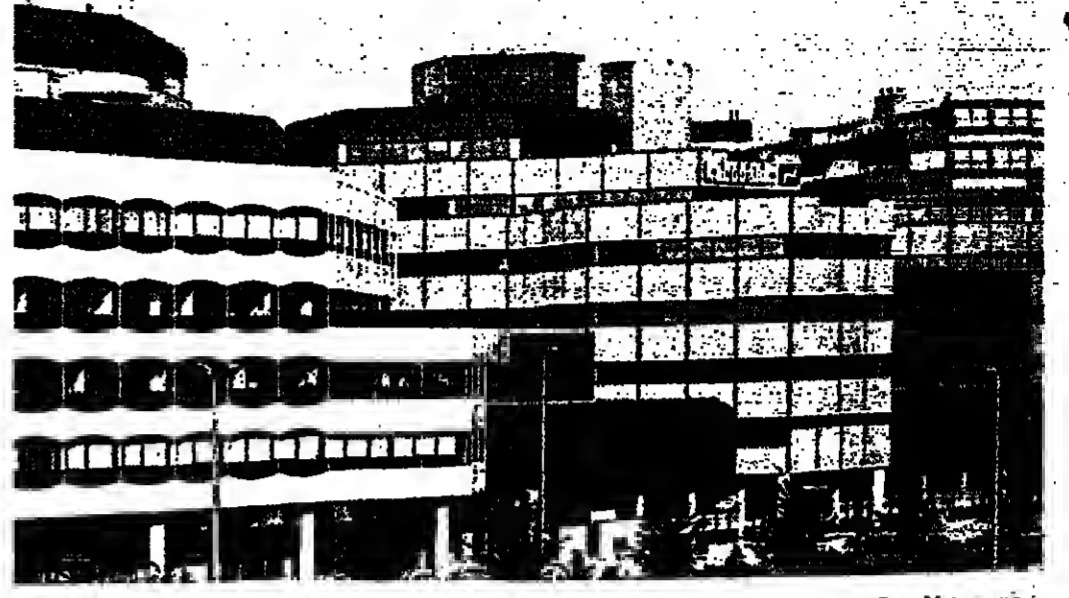
"We are now identifying terrain where we can co-operate on a European scale."

Under consideration are several models. One is sharing central services such as treasury functions while retaining more local services at the local organisations. This would be like a super-co-operative.

Another is to participate in each other's activities through sharing-out arrangements or joint ventures. A third is to co-operate only outside Europe or only in certain activities, such as merchant banking.

Whatever lies ahead for Rabo, it will remain a co-operative bank, Mr Wijffels confirms. No thought is being given to reconstituting the bank into a limited liability company even though it increasingly looks and acts like one.

"In the last few years we have devoted much internal discussion



Offices of Rabobank Nederland in Utrecht. It is the second largest Dutch bank, after Algemene Bank Nederland.

to what it means to be a co-operative bank in these times," he explains. "The core of our activities is credit. We have a very efficient system of attracting funds and recycling them. We are prepared for the increasing competition of 1992."

Laura Raun

The Dutch Guilder

Welcome room for manoeuvre

THE PERSISTENT strength of the Dutch guilder since late last year has handed the De Nederlandsche Bank, DNB, welcome news for independent manoeuvre.

Since last November, it has been able to cut the official discount rate five times and bring interest levels down to a 16-year low of 3.25 per cent. Notwithstanding the guilders' historically close links with the West German mark, DNB has three times cut its rate without a parallel move by the Bundesbank.

But is the strength of the guilder a sustainable result of good things in Holland or negative developments elsewhere? "The economy is basically doing quite well in terms of real growth," says Mr Wim Duisenberg, the DNB chief who is also president of the Bank of International Settlements (BIS).

Holland has been living in a virtually zero inflation environment although prices are expected to edge up by between 0.5 per cent to 1 per cent this year. The current account showed a surplus of Fl 7bn last year, and the 1987 trade balance, though weaker than 1986, was a positive Fl 10.65bn.

It is hoped that lower interest rates will stimulate domestic investment, which is declining after several strong years. The central statistics bureau, CBS, has forecast a 4 per cent decline to Fl 15bn this year. Moreover, it will help reduce the Dutch government's debt service burden, which is the fastest-rising item of public expenditure. The budget deficit is currently running at about 75 per cent of national income.

The Central bank chief regards the financing requirement for government debt to be running at double the acceptable level. "Whatever government is in charge, it will inevitably have to face some tough choices," he warns.

The Organisation for Economic Cooperation and Development (OECD) recently forecast that Dutch GDP growth will be only 1.5 per cent in 1988 (compared with 2.5 per cent last year) and 1.7 per cent in 1989. The Central Planning Bureau (CPB) regards this projection to be on the pessimistic side.

The fundamentals of the Dutch economy are among the healthiest in Europe. Nonetheless, external factors have also played an

important role in bolstering the Dutch currency. The January announcement of a withholding tax on security transactions in West Germany was certainly one factor providing a "temporary lift," says Mr Duisenberg.

Another was "a psychological over-reaction" to a slight increase in the rate of inflation and the budget deficit in the Federal Republic.

As these work their way through the system, the central bank's priority will be to insure a stable rate of exchange — the guilder is now running at about Fl 1.12 to the D-Mark — and pursue a strong anti-inflationary monetary policy, Mr Duisenberg says.

DNB officials concede these are the key priorities; the independence rate cuts signal their willingness to act out of concert with the Bundesbank when this is considered desirable.

Still, the Dutch economy is highly dependent on bilateral trade with the Federal Republic, which absorbs fully a quarter of its exports. Roughly three-quarters of Dutch exports go to countries within the EMS system. The OECD expects Dutch export growth of 25 per cent this year,

with a weaker development on the imports side.

With one of Europe's most open economies, the Dutch are particularly keen to insure a sustainable exchange rate equilibrium. Mr Duisenberg has been a strong advocate of European monetary harmony — and has tirelessly urged the UK to bring sterling into the EMS system.

The strength of the guilder has generated substantial capital inflows, largely concentrated in securities traffic. The government's latest Fl 3.3bn bond issue was subscribed to 40 per cent by foreigners, attracted by a liquid secondary market. A net outflow of funds has been reversed from Fl 25m in 1986, down to Fl 5.6m last year, to a situation of broad balance so far in 1988.

Greater freedom of international capital flows particularly since an important deregulation move in 1986 has however slightly loosened the central bank's grip on monetary policy.

In an effort to strengthen its control and hold the lid on inflation, the DNB has announced a pair of new monetary policy instruments.

On the long-term side, it is building up a Fl 5bn portfolio of

Dutch government bonds, bought at Finance Ministry auction, with the aim of using this liquidity to influence interest rates and send a signal of its intent to the market.

It subscribed 10 per cent of the latest 10-year Fl 3.3bn Government issue with a 6.5 per cent yield. To avoid inflationary pressures, the Finance Ministry will stop financing Treasury paper.

This is a system conceptually similar to the US Federal Reserve's buying and selling of Treasury certificates. Mr Duisenberg says, but obviously on a much smaller scale.

To influence short-term money rates, the DNB has also instituted a cash reserve system for the banks, under which they are required to deposit a certain fluctuating percentage of their assets in interest-paying central bank accounts.

The move signals a more market-oriented policy on the part of the DNB, Mr Duisenberg says. "Direct limits like credit ceiling can easily be circumvented," he says, adding "that the borders come down, there will likely be a need for further measures of this sort in the future."

David A. Brown



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World economic power is shifting towards the Pacific region. By the year 2000, East Asian economies will have a gross national product greater than Europe's and as big as North America's. The newly industrialised countries, South Korea, Taiwan, Singapore and Hong Kong, are experiencing unprecedented growth. In this 12-page report, David Housego explains why

New world in the making

BY ANY standards, East Asia has experienced two of the most extraordinary years in its post-war history. South Korea, Taiwan and Hong Kong have enjoyed an almost unprecedented boom in exports and economic growth. Their combined current account surplus reached almost \$30bn last year, as compared with \$38bn for the European Community.

Korea and Taiwan are in the throes of major political changes that mark the shift from military, autocratic regimes to civilian and more democratic rule. The liberal reforms echo similar trends that have been taking place in China and the Philippines, and which are beginning to touch Vietnam.

Japan has also accomplished a historic shift in the wake of the rise of the yen, with domestic demand taking over from exports as the main source of economic expansion. As a result it is purchasing far more manufactured goods from the rest of Asia and investing more heavily in Korea, Taiwan, Hong Kong, Thailand and Singapore.

These developments are reinforcing the shift in economic power in the world towards the Pacific region. By the end of the century East Asian economies will have a joint gross national product greater than that of Western Europe and as big as North America. Thirty years ago Europe's GNP was three times as large and North America's twice the size.

By that time the Japanese are likely to hold abroad the same amount of foreign assets as the US or Britain did in their heyday. Both Korea and Taiwan will be medium-sized industrial states. The Asian seaboard, fringed with large urban and industrial zones like Shanghai, Guangzhou (Canton), Hong Kong, Bangkok and Singapore, will seem somewhat like Southern Europe today.

Compared to the other great blocs in the world - the US, the European Community, or the Soviet Union - this is an untidy grouping of countries. But the Asian Pacific region is beginning to develop an identity of its own.

Its members trade with each other and invest in each other's countries much more than they did a few years ago - a trend that will continue. The appreciation of the yen has dramatically opened up the Japanese market to Asian goods and increased Japanese investment in East Asia.

Japanese imports from Korea, Taiwan and Hong Kong rose by almost 50 per cent last year while Japanese investment in Asia Pacific has more than doubled in two years to \$6bn. Korea, Taiwan and Hong Kong are also trading and investing more with China and South East Asia.

Regional trade is expanding because the markets are large, incomes are growing and import barriers are being lowered, but slowly reduced. But trade is also growing because the barriers that divided capitalist and communist Asia are being eroded. The ideological conflict that marked the post-war years is giving way to an easing of tensions and a renewal of dialogue.

This is the first decade since the Second World War when there has not been a major war in Asia. "Wa live," says Mr Saburo Okita, the former Japanese Foreign Minister whose experience government stretches back 40 years, "in a period of peace."

As a proportion of GNP, manufacturing remains on a long-term decline in both Europe and the US. For a large number of years, Japan benefited from this movement. But with the appreciation of the yen, manufacturing in Japan has become too costly to "fill the void," says Mr Shaw Sing-ming, vice-president of Capital Research. Industries are located along the Asian Pacific Rim. Korea, Taiwan, Hong Kong and Singapore already owe their success to their efficiency in making goods cheaply and well. Their share of world trade in manufactured goods has jumped from just over 4 per cent 18 years ago to 11 per cent last year. They account for almost two thirds of exports of manufactured goods by developing countries.

Their competitive advantage used to lie in low-cost, highly disciplined labour that achieved high rates of productivity. Increasingly it lies in a highly trained workforce, with a growing number of engineers, the result of a rapid expansion of school and university systems. They are the first developing countries with the potential to exploit the microelectronic revolution which enables products to be replaced more rapidly and produced more cheaply.

This skill base means that they can look to larger gains of productivity from increased automation or "just-in-time" management techniques they have barely begun to exploit. "A high degree of automation is possible but at lower cost" than in the West, says Tam Chung-ding, vice-president of Motorola Semiconductor Hong Kong. Motorola has just opened a new automated plant in the colony, where it can obtain qualified engineers at a half to a third of US costs.

It also means a growing capability in research and development (R&D) work with correspondingly higher margins for industry. Reflecting this, multinationals, such as Philips, Hewlett-Packard, Canon and Sony, have been shifting design and process engineering from their headquarters to their Asia Pacific offices.

At the same time, Korea, Taiwan, Singapore and Hong Kong have been increasingly focusing on the sectors of world trade that are the fastest growing or hold the key to future growth. In Thailand, manufactured goods overtook commodities as the country's main export last year, a pointer to a global trend by which comparative advantage lies increasingly with countries that exploit their labour and educational skills rather than with those which are resource rich. Echoing a famous analogy, used by the Japanese economist Kaname Akamatsu, East Asia's economies have been likened to a flock of flying geese. These geese are now soaring.

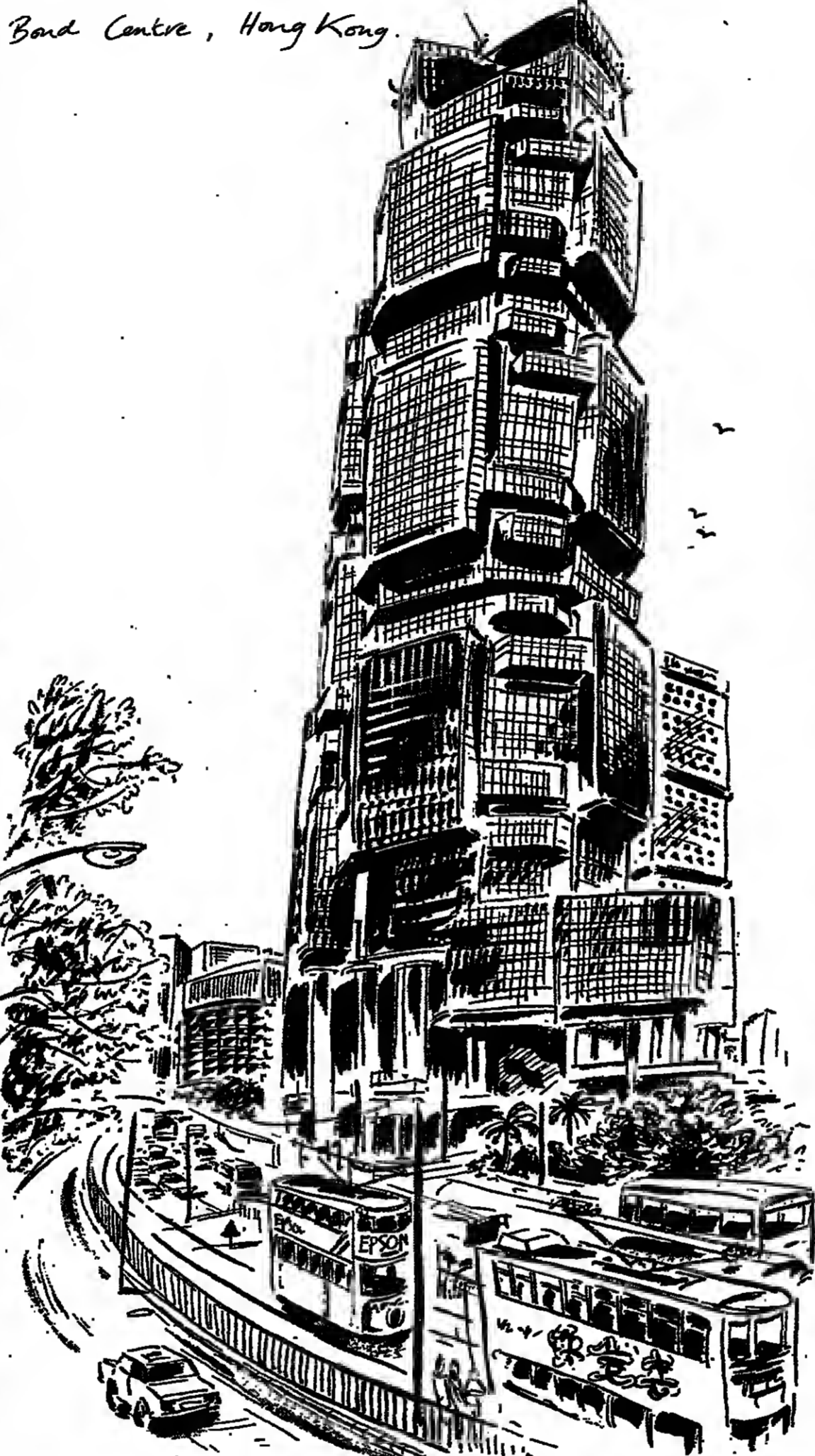
This report focuses on the four newly industrialised countries (NICs) - Korea, Taiwan, Hong Kong and Singapore - and what lies behind their competitive strength. But because East Asia is a series of communicating chambers - and the future of the four is indissolubly linked with that of China and Japan, as it is also with that of South East Asia - the report is also about the region.

Later sections will look more briefly at southern China, Thailand and Malaysia as countries (or areas) seeking to exploit the same types of comparative advantage. The remainder of this section is concerned with the pace of change, the region's growing self-confidence and the trade issues that emerge.

The Four are a unique phenomenon in the post-war world. No other group of countries has been quite so successful - just compare Latin America's outstanding debt last year of \$410bn with the \$30bn current account surplus earned by the four NICs. For the Koreans, at least, this autumn's Olympic Games in Seoul is a way of receiving the world's salute. It is also unlikely in the future that any group of countries will be able to exploit the world's free trading system so successfully to increase exports - as did Japan, Korea and Taiwan - while maintaining substantial barriers to other countries' imports. Reciprocity will increasingly be the name of the game.

From now on developing countries as well will have to take account of the competition from an outward

Bard Centre, Hong Kong.



Lee Teng-hui, President of Taiwan, has abandoned the patriarchal style of the Chiang family



Roh Tae Woo, unlike previous Presidents, cannot afford to ignore South Korea's National Assembly

looking China, which is so large as to be several developing countries rolled into one.

For all these reasons, Dr Milton Yeh, of the Institute of International Relations of the National Chengchi University in Taiwan, calls this a period of a change of a generations in East Asia. He is by no means the only one to feel that the landscape is changing more fundamentally than at any time in the last 20 years.

There has been the appreciation of the yen which almost doubling at a stroke Japan's assets in dollar terms and has confirmed the tilt in the balance of economic power from the Atlantic to the Pacific.

The result has been the redeployment of Japanese resources and shifts in trading patterns. And coinciding with it has come a cluster of major political and social changes in East Asia.

New leaders have taken over in Korea and Taiwan. Authoritarian,

mutual regimes have been replaced by civilian and more democratic governments. In Taiwan President Chiang Ching-kuo himself ended martial law some six months before his death early this year.

Growing middle class support for liberal reforms means that there is unlikely to be any turning back of the clock. In Singapore, Mr Lee Kuan Yew, who has been head of government since independence, could half step down before the year is out, by resigning as Prime Minister but taking over as President.

Governments are also having to cope with new problems that they could side-step under more authoritarian administrations. Higher levels of income and education have increased expectations. Korea had its first major strikes last year and there have been stoppages at plants in Taiwan this year. Labour in future is a voice that will have to be taken into account. Farmers, environmental and

consumer lobbies have also sprung up and taken to the streets in often violent demonstrations, reflecting a more vocal public opinion.

It is possible to argue that these changes will be disruptive to economic growth, facing governments and societies with problems all too familiar in the West. But the discipline of authoritarian rule was also a dead end.

Korea, Taiwan, Singapore and - more hesitantly - Hong Kong, are moving to levels of technology that require an ability to accept responsibility, to take decisions and to think creatively. Their education systems are increasingly preparing their students to do this.

The corollary is a more assertive public opinion that wants a share in the choices that government makes. In this sense the social and political changes taking place are for the good, and part of the transformation towards industrialised country status. But they are obviously tricky to handle.

Mr Lee Kuan Yew, the Prime Minister of Singapore, says that: "the Pacific Basin is the region with the greatest potential for development and growth for the next 100 years. What Japan has done, the other peoples along the Rim, Koreans, Chinese, Vietnamese, can do, though perhaps less spectacular in results. The people of East Asia, about 1.2 billion, have similar cultures with similar levels of pre-industrial civilisation as Japan."

There are other more tangible indicators to back Lee's optimism. Dataquest, the US market research group, forecasts that consumption of semiconductors - an indication of the pace of growth of the electronics industry in East Asia (excluding Japan) - will overtake that of Europe by 1992.

The International Civil Aviation Organisation (ICAO) foresees that by 1995, freight traffic with the Pacific region will be overtaken that for both Europe and North America.

East Asia's higher levels of productivity and growth will be uncomfortable for the US and Europe. East Asia today looks on Europe with much the same benign paternalism as Europe showed to India in the 18th century. "Europe is a place where you consume and spend money rather than produce things," says Mr Shaw Sing-ming.

But competition need not give way to confrontation. Korean conglomerates have pushed their way into Western markets with all the brash aggressiveness of newcomers seeking to make their name. Both the US and Europe should ensure that they do not overstep the rules of free trade, by threatening them with anti-dumping suits or other retaliatory action where necessary.

But the more hopeful reason for that confrontation can be avoided is that multinationals the world over are becoming more interdependent. They buy components or finished products from each other to keep their costs down. They develop technologies together. Both Korean and Taiwanese companies can benefit from this as they come to develop microprocessors or high definition TV. Lone players get cut out of the game.

Take a map of the world and look at the Pacific. What is immediately striking is how small in size are East Asia's fast growing economies. They seem to huddle under the great land mass of China and the Soviet Union as though frightened of being swept out by the tide.

The fact of being small has been no deterrent to economic power, as the histories of Britain, Portugal and Japan have shown. But psychologically it can provoke feelings of isolation, insecurity and defensiveness.

Korea, Taiwan, Singapore and Hong Kong have known all these while living under the nose of the communist world and tolerated with condescen-

sion by the distant industrialised community the Atlantic. Professor Chun Hong-ik of Seoul National University remembers a British MP visiting Korea in the 1960s and dismissing it with the phrase "You can't grow roses in a wastepaper basket."

Occupied by Japan before the Second World War and carved up by the US and the Soviet Union at the end of it, South Korea, in ideological conflict with the North ever since, is a country that has often felt that it has few real friends.

Taiwan was an offshore bolt-hole for Chiang Kai-Shek's armies driven off the mainland by the Communists. For a long time it lived with the dangerous pretension that the mouse still ruled in the kingdom of the rat - that the Kuomintang (Nationalist Party) still controlled the mainland. When the US, in 1979, joined the rest of the world in formally recognising Communist China, Taiwan was left ostracised by the international diplomatic community, and in virtual isolation.

Ministers in Singapore will still insist on how small a state it is, to drive home the vulnerability of a small population of Chinese living among so many Malays. And Hong Kong, despite the protection of its treaties and its Gurkha troops, has ultimately lived on sufferance from Peking.

The parting memories of this correspondent on his last visit to East Asia in 1980 are of economies that felt vulnerable and under siege - notwithstanding the high growth rates of the 1970s. Seoul was a capital under curfew. You had to dash back to your hotel through already empty streets before midnight if you were not to be stopped by a police patrol. At Pusan University in the south, tanks stood on guard at the campus gates. Taipei felt humiliated by the US "betrayal" but was unable to shake off the pretence that the Kuomintang (KMT) would one day again take its place as the Government of the mainland. The city's shabby architecture remained that of a transit camp, as though to prove that the dream would not be abandoned.

South East Asia - and Thailand in particular - still lived with the uncertainty of a communist victory over the US in Vietnam and the threat of Vietnamese power in Indochina.

The most striking change for anyone returning to East Asia is its new self assurance. Mr Steven Champlin, President of International Investment Trust in Taipei, says of Taiwan (but it is as true of most other places on the Asia Pacific Coast) that "the level of self confidence has increased dramatically over the last few years."

It is the confidence that comes from being the world's most successful exporting nations. It comes in Taiwan's case from accumulating foreign exchange reserves of \$74.1bn in 1987, which puts it ahead of the US and Britain and just behind Japan and West Germany. Economic success has brought the recognition that diplomacy failed to bring.

The increase in self assurance has also come from the breaking down of the barriers with the communist world and the failure of the communist economies. Mao Zedong proclaimed in the 1950s that "the East wind is prevailing over the West wind" meaning that the communist world was gaining ground over the economies of Japan, Korea, Taiwan and Singapore to see what it can learn from "authoritarian capitalism".

Mr Kim Mah-je, the former Korean Deputy Prime Minister says that the Chinese want to create their own state trading and industrial companies on similar lines to the Korean conglomerates. "They keep on asking us questions about the *chaebol* (conglomerates)," he says.

Instead of the cold hostility that divided the two camps, Taiwanese are now openly travelling to the mainland and illicitly trading and investing in it. Hong Kong industrialists have found a whole new world of business opportunities opening up across the border in southern China, through the Communist open-arms policy towards joint ventures and assembly operations.

As a result investments made by Hong Kong businesses in China, nearly half of those working for Hong Kong's industrial companies are situated across the border on the mainland. Such links do not remove Hong Kong apprehensions about what happens when the Chinese resume sovereignty over the British colony in 1997. But for many businessmen they help to diminish the doubts.

Continued over

When the working week is over there is one more mountain to climb

HOLIDAYS are few and far between for most Koreans. The average working week has climbed over the last ten years of rising living standards from 51 hours to 54 hours. Saturdays are almost a normal working day. Annual holidays are for most people a week or two, but many cannot get away or swap them for additional pay. The one occasion that everyone has a few days off well almost everyone - is the Chinese holiday in the autumn.

edge of the capital. Koreans pour there in their tens of thousands. They dress for the occasion in neat mountain boots, colourful woollen socks, bright red hats. The smartest - and to be elegant is the norm - wear white woollen gloves and neat scarves tied round the neck.

The trail winds up from the Sudhok (Cultivation of Virtue) Buddhist monastery favoured by Mrs Park Chung Hee, the former President's wife who had a tarmac road built up to it for easier access. But from there the track climbs steeply.

Koreans are passionate hikers and like to take the shortest way up. On Sunday the cavalcade of climbers is so large that you scupper on the heels of the person in front. Groups stop to picnic or to

camp. The small of grilled meat is never far away, with many carrying up slaves on which to cook their bulgogi (Korean kebabs).

Makeshift restaurants or refreshment houses dot the mountainside. But to prevent the slopes being deluged by litter, rubbish collectors follow the hikers on foot gathering up with their tongs bits of paper or beer cans dropped on the way.

Most of the hikers are young people, reflecting the fact that 45 per cent of Seoul's population are students. But the climb is also done by the middle aged and elderly from Seoul's professional classes. At the top, the mountain echoes with shouts and singing. Asians take their pleasures noisily.

But even on this day of relaxation politics is never far away. A large notice at the beginning of

the climb warns hikers to be aware of spies from North Korea and to report any - telephone numbers are conveniently provided.

On the downward stretch there are instructions as to what to do with North Korean leaflets that might be dropped by balloon. Just by the open cafes at the foot, is one of those games that might horrify pacifist parents in the West, but seems to delight Korean children.

With a small hammer you bash on the skull the heads that pop up on an amusement table. Needless to say they bear an uncanny resemblance to Mr Kim Il-sung, the North Korean leader, or to North Vietnamese soldiers. But the amusement table looks an odd one and maybe the game is going out of fashion.

ASIA'S PACIFIC RIM

Continued from previous page

South Korea is opening up diplomatic missions in East Europe as part of what is bound to be much broader exchanges with Eastern Europe. It is also developing the south western region of the country in anticipation of growing trade links with China.

This trend towards dialogue with the communist world is bound to have its setbacks. As with the blowing up of a South Korean airliner by terrorists from North Korea in December last year. But the momentum is new established. And with the Soviet Union and China behind it, it can only be time before it embraces North Korea as well.

A further reason for confidence is that the sense of isolation is less. There are not only the growing links with the communist world. But as their economies gain strength and they move towards more sophisticated technologies, they are increasingly able to draw on the far-flung pool of Chinese and Korean talent that emigrated abroad.

Chinese Americans are thick on the ground in US universities and in the US electronics industry. There are 1m Koreans on the West Coast of America. Chinese communities in Canada and Australia are growing.

Thus the Chinese and Koreans of East Asia increasingly feel themselves part of an international Pacific world, of which the centres are San Francisco, Los Angeles, Hong Kong, Taipei and Seoul.

This greater self confidence has been reflected most noticeably in the readiness of governments to take risks with political reforms. Korea has got its first freely elected civilian government in almost 50 years. Taiwan has its first native born President after two generations of the mainland-born Chiang family as head of government and head of state.

Newspapers in Korea and Taiwan carry mere reports and comments critical of the Government. Opposition parties have more freedom to organise. Students, farmers, and workers are also free to organise themselves, to protest and to demonstrate.

Greater confidence is also reflected in the growing style and international flavour of Asia Pacific's major cities. Hong Kong has long been an important financial centre. But its wealth and cosmopolitanism has over more recently from the new skyscrapers that dominate the waterfront - as though to defy the uncertainties that 1997 and the coding of sovereignty to China could bring.

In Seoul, the shiny twin towers of the Goldstar buildings proclaim across the Han river that this is a global company with global ambitions. With a 10m population, Seoul is a city bursting at the seams and almost as large as Paris.

Beneath the cosmetics of its gaudy neon lights, Taipei has not yet lost the character of a shanty town. But with its new Japanese department stores, its high rise hotels, its American fast food restaurants and its shops filled with European clothes and cars, it is one of the fastest changing cities in Asia.

CURRENCIES

Taiwan	NT\$1=US\$0.166	US\$1=NT\$6.02
Hong Kong	HK\$1=US\$0.78	US\$1=HK\$12.8
Singapore	S\$1=US\$0.70	US\$1=S\$1.43
S. Korea	₩1=US\$0.00018	US\$1=₩5,625
S. Korea	₩1=US\$0.00018	US\$1=₩5,625

The Chinese and Koreans of the Asian coastline are also far more internationally minded than their Japanese counterparts. They generally speak better English: they are more oriented towards the US because American influence since the war has been strong; and they travel more than the Japanese did in the earlier period of development (and will travel much more as foreign exchange rules are liberalised).

The notable exception to Asia's swelling self assurance is Singapore. The country has a great deal going for it. It has the highest living standards in the region, outside Japan, and it houses its citizens better than the Japanese. It understands and works well with the multinationals which account for most of its manufacturing exports. It has skills, foreign exchange reserves, and a global framework that allow it to look to new horizons.

But Singapore looks inward, and is frightened by what it sees. Its ministers talk of "living on a knife edge" or of the need to be in "maximum alert." While East Asia looks for new fields of expansion, Singapore talks of the limits on growth. While the parameters of public debate grow wider in Korea and Taiwan, Singapore restricts the circulation of foreign newspapers.

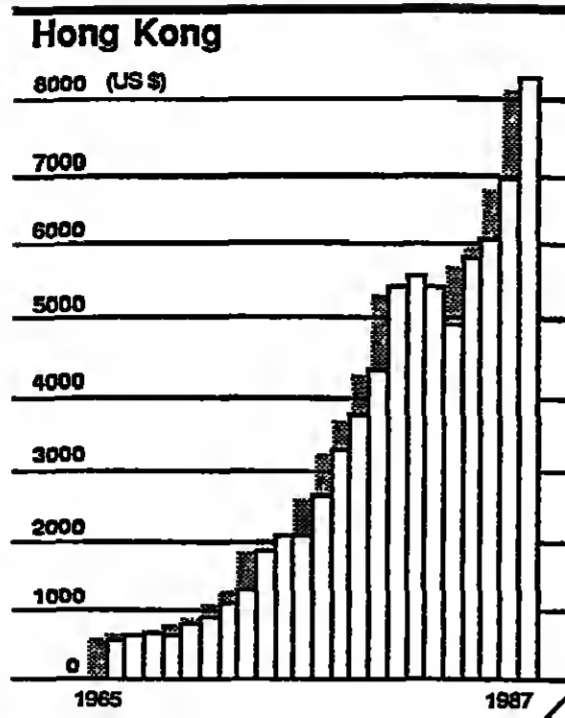
This report has so far looked at the longer term perspective. But governments and business are more preoccupied with whether current trade disputes forewarn of a nastier confrontation.

The Asian Pacific boom of the last two years was an exceptional phenomenon. It came about because the US was unwise enough to press for an appreciation of the yen while forgetting about the NICs; their exchange rates fell against European and Japanese currencies.

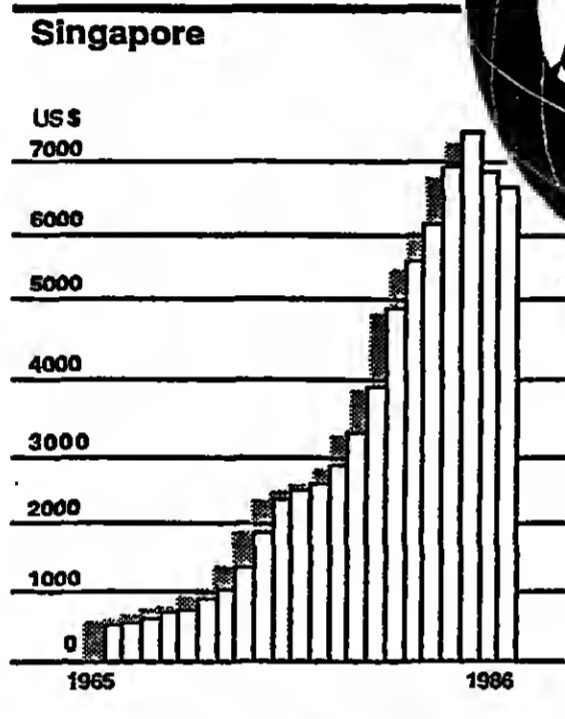
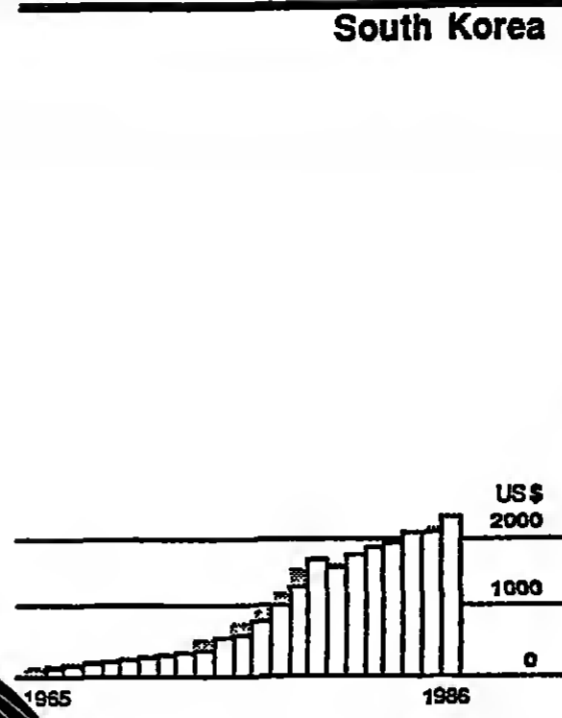
The result was that the Far East had a grossly undervalued exchange rate in real effective - trade weighted and inflation adjusted - terms (see chart) which allowed them to boost exports by an average 22 per cent in real terms last year and thus cut a swathe out of the Japanese share of the US market.

As Mr Kim Mahje says, with the dollar's depreciation against the yen "we hit the jackpot" - he was referring to Korea but his remarks are applicable to the other NICs.

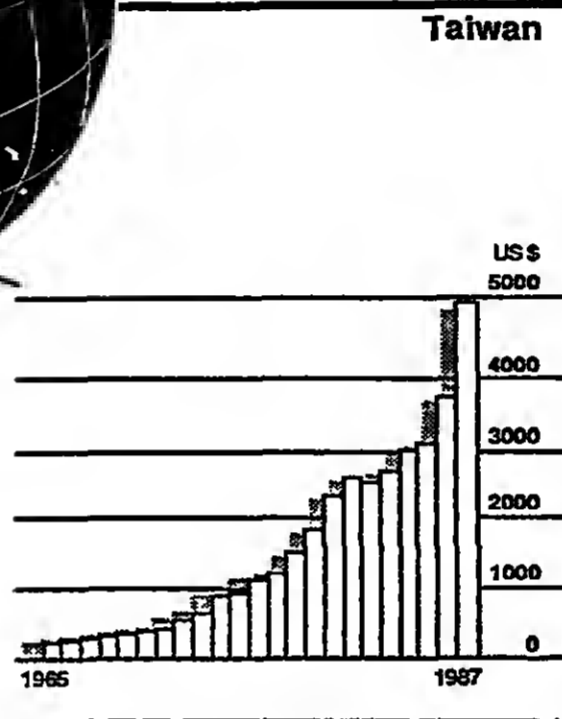
In different ways the four countries had strong reasons to exploit the windfall. When the Plaza agreement was signed in October 1985, Korea had emerged from a lengthy stabilisation programme that had restored competitiveness after the inflationary



GROSS DOMESTIC PRODUCT Per capita



GROSS DOMESTIC PRODUCT Per capita



Source: World Bank, Statistical Yearbook of NICs; Hong Kong Estimates of GDP

surge of the years 1979 to 1982. Its industries had again begun to invest substantially in 1984/85. It also had outstanding foreign debt of \$46bn that it wanted to repay. It was not going to look a gift horse in the mouth.

Taiwan too had been cutting back on public investment after the heavy outlays in steel, petrochemicals, shipbuilding and infrastructure projects in the 1970s. Fixed capital investment by the public sector had fallen from 16 per cent of GNP to 8 per cent, thus freeing resources for an expansion of the export sector.

Singapore had suffered the first recession of its post-war history in 1985, with a negative growth rate of 1.8 per cent. This provided a nasty jolt to the business community and to the Government's self-confidence in its management of the economy.

So Lee Kuan Yew had good reason to be pleased at the prospect of higher growth.

Hong Kong's businessmen were busy exploiting an unexpected gold mine, the seemingly unlimited sup-

ply of low-cost labour that became available as China opened its doors to joint ventures and assembly operations with Hong Kong businessmen.

In addition, Hong Kong had an administration which had made fixed parity with the US dollar a matter of principle. Hong Kong was therefore seared up for an export drive.

The boom has also been self fuelling in that it accelerated investment. The three large Korean electronics groups, Samsung, Goldstar and Daewoo, expanded capacity by about 90 per cent last year to increase sales of video cassette recorders (VCRs), microwave ovens and other consumer products that the high-priced Japanese yen had made too expensive.

At the same time they have been investing to make the components themselves that they bought from the Japanese but that had become too costly. (One of the ironies of the situation is that what the Japanese lost in market share in the US they largely regained by component sales elsewhere in Asia.)

Government leaders in the NICs know that the "jackpot" could not last for ever. All have run into the bottlenecks of labour shortages and capacity constraints that come with running their economies at annual average growth rates of over 10 per cent. They are already suffering the inflationary consequences of higher wages, now being pushed up by a more militant union movement.

Current account surpluses - amounting in Korea's case to almost 9 per cent of GNP and in Taiwan's to 22 per cent - are adding further inflationary pressures, as is evident in booming (though volatile) stock exchanges and real estate prices.

Faced with surpluses of this size, public opinion in Taiwan and Korea has come to realise that the tide of fortune has turned and that there are other things to life but exporting, working and saving.

Under their more democratic, regimes, people are putting pressure

on their governments not only for a larger share of the cake in terms of income distribution, but also for improved housing, social welfare and for less industrial pollution. Neither country will neglect domestic expenditure for as long as did the Japanese.

Governments have also begun to implement some of the other measures that diminish trade friction. Taiwan and Korea have been lifting foreign exchange controls, liberalising (a little) their financial markets, letting their currencies appreciate, and opening their markets by lowering trade barriers. Korea, which has taken an important step in announcing interest rate deregulation, needs to do far more to lift the value of the won.

But the surest sign that changes in policies and habits are beginning to have their effect is the sharp increase in import volumes. Taiwan's imports rose by 22 per cent in 1986 in real terms, after an average annual increase of only 6 per cent between 1981 and 1986.

This is an issue that Taiwan has to solve with China. But it is in both Taiwan's and the West's interest that some compromise formula be found.

The third lesson to emerge from East Asia's experience is the close links that there have been in the past between aggressive exporting and regimes that felt under external threat and had authoritarian governments.

and Europe should be merciless against Korean, Taiwanese and Chinese companies which dump, counterfeit, fail to pay royalty rights on new technology or put up import barriers.

But it is equally misguided to expect East Asia to do too many things at once - eliminate trade barriers, open up financial and capital markets and appreciate their currencies to realistic exchange rates. That is the direction in which disorder lies.

The second lesson is that Korea, Taiwan, Singapore and Hong Kong, must be drawn into the cumulative mechanisms of the world's monetary system as rapidly as possible. A large part of the Asian NICs' recent export boom has been due to their heavily undervalued exchange rates.

This might have been avoided if they had had a place within the international consultative machinery that keeps watch over global imbalances and exchange rate movements.

The most obvious forum for them to join is the OECD which provides for consultation over currency, balance of payments and trade issues. OECD membership would also recognise that they carry the weight of industrialised nations and that the existing club of 24 members is capable of opening its door to new entrants.

The difficult problem is that Taiwan, which has among the strongest claims to be a member and wants to join, remains an outlaw from international organisations because of the dispute over who represents China.

This is an issue that Taiwan has to solve with China. But it is in both Taiwan's and the West's interest that some compromise formula be found.

The third lesson to emerge from East Asia's experience is the close links that there have been in the past between aggressive exporting and regimes that felt under external threat and had authoritarian governments.

Taiwan, Korea and the immigrant Chinese of Hong Kong have all been motivated by the belief that accumu-

lating foreign exchange gave them more independence from the dangers that they sensed from the Communist mainland or North Korea.

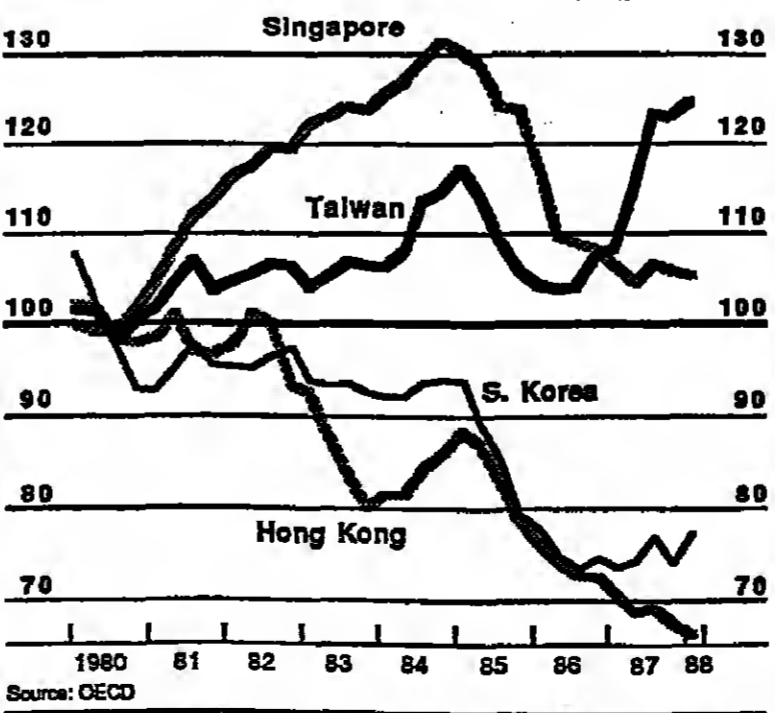
Economic success, and hence strong export growth, was one of the ways that authoritarian governments sought to win the legitimacy they otherwise did not have.

The US and Japan, as Pacific powers, obviously have a key role to play in helping to reduce regional tensions further. But Europe can help as well - whether it is through the British diplomacy that is resolving the future of Hong Kong or through Europe trying to play the broker with some of East Asia's outlaw regimes like North Korea and Vietnam.

The final and in some ways most important lesson concerns Japan. Europe and the US are going to be increasingly reluctant to provide an open market for East Asia's goods unless Japan takes the lead in further increasing its imports from the region. Happily Japanese purchases of East Asian textiles, electronics and household goods are rising sharply. They should grow even faster as a result of growing Japanese investment in South East Asia - so that eventually Japan takes over from the US as East Asia's major market.

Among industrialised countries, Japan has the most interest in seeing that East Asia's integration into the world trading system proceeds smoothly. For if there is a backlash in the US, Europe or among developing countries to East Asia's expanding role in manufacturing trade, it will hit Japan as well. Hence Japan sponsoring of the NICs' membership or association with the OECD. It is one small step towards Japan's assuming global responsibilities commensurate with its economic power.

EFFECTIVE EXCHANGE RATE



Source: OECD
Calculated for each currency using a weighted basket of the currencies of each of the three NICs and 18 OECD countries, and adjusted for differences in inflation rates

FRAMEWORK

The legacy that paid big dividends

Foreign investment, entrepreneurial flair, education and a 'workaholic' labour force have helped transform the bleak post-war landscape

TO MEASURE the distance that East Asia's economies have come it is necessary to cast your mind back to the early 1950s. After 35 years of humiliating occupation by the Japanese and then almost a decade of continuous civil war, South Korea emerged in 1953 with its towns in rubble and its industry in ruins.

Taiwan, which had been under Japanese occupation for 50 years until the end of the Second World War, had been taken over by the fleeing armies of Chiang Kai-shek, the Nationalist or Kuomintang (KMT) leader of China.

The Nationalists' record of corruption, mismanagement and internal quarrels who in power on the mainland had been at the root of their defeat. They had already incurred the anger of the Taiwanese by killing 10,000 to 20,000 of them in an act of military savagery.

Hong Kong had been flooded with refugees as a result of the upheavals which brought the Communists to power on mainland China, while Singapore, also under British rule, had been badly mauled by the Japanese occupation during the Second World War.

In the early 1950s, Singapore was also faced with a growing communist insurgency in the Malay peninsula and deteriorating racial relations between Chinese and Malays.

By no means all of the developing world had emerged from the war in such bad state. India - notwithstanding the massacres that had accompanied partition - had come through with its rail and irrigation systems intact and with a substantial industrial base. It also had at that time the largest textile industry of any developing country. But Mr Nehru turned his back on the opportunity to grab the trade on which South Korea, Hong Kong, Singapore and Taiwan were to base their success.

There was thus nothing in the post-war landscape which foretold of East Asia's leap ahead. However, in the

period 1965 to 1973 Korea, Taiwan, Singapore and Hong Kong averaged an annual 10 per cent growth in gross national product (GNP). This was just double that of other industrialised countries. From 1973 to 1987 they averaged an annual 7.7 per cent growth rate, which was double that of Japan's and about three times that of countries in the Organisation for Economic Co-operation and Development (OECD).

In terms of income per head, Korea, the lowest of the four at \$2,522 a head in 1987, had easily overtaken Argentina, Mexico and Brazil. But it was also ahead of Portugal and Yugoslavia. Taiwan, the second richest of the group in per capita terms had an income of \$4,991 in 1987 which put it ahead of Greece and Turkey and not far behind Spain and Ireland.

Last year the four achieved a combined current account surplus of \$30bn, which is a third the size of Japan's, and compares with a \$5bn deficit run up by the European Community if West Germany's \$4.3bn surplus is excluded. Their share of world trade in manufactured goods has jumped from just over 4 per cent in 1975 to 11 per cent - just short of Japan.

How did they do it? The rest of this section looks at some of the reasons behind their success.

LEGACY. The impression of desolation and disorder after the Second World War was in some ways deceptive. Japan had humiliated the Koreans and Taiwanese, treating them as subject people to the point of making Japanese the language of schooling.

The colonies were intended to enrich Japan by supplying food and raw materials and, during the war years, industrial goods. The Japanese set up industries - steel, automobiles, chemicals, aluminium, machine tools and textiles - to take advantage of cheap labour. They built roads, railways, dams, generating plants, new towns and ports. They extended primary and vocational education.

The war destroyed much of this. But Korea and Taiwan had already been launched some way down the

A speculator's dream come true

"HONG KONG is a place for speculators ready to work hard and devote all their time to business."

Mr Clifford Pang remembers reading that in 1969 in a Time magazine article about a Hong Kong businessman who had made a fortune out of nothing. Mr Pang was a civil engineer working in Canada at the time, designing bridges and highways for the Canadian Government.

He had no money himself and the phrase stirred something in him. He decided to return to Hong Kong. He is now President of Life Holdings, a Hong Kong manufacturer of magnetic heads for computer disk drives, which has an annual turnover of HK\$ 173m (\$11.5m). He holds a 75 per cent interest in the company which went public last year, raising HK\$ 50m on the Hong Kong stock exchange.

Profits should be further boosted this year by shifting the bulk of the manufacturing operations from Hong Kong to southern China where labour costs are only a quarter of the Hong Kong level.

The ups and downs of Mr Pang's business career go a long way to explaining the energy and money-making nerve which are the hallmarks of Hong Kong entrepreneurial flair.

When he got back to Hong Kong in 1969, it seemed the worst moment to go into business. The territory was still reeling from the uncertainties of the Cultural Revolution on the Chinese mainland.

Mr Pang got a job in Hong Kong as a local property development group. During his first three years in Hong Kong he got pay increases which tripled his salary, and rose to become property development manager. But he quit in a row with the company's owners after they went back on a promise to pay a 10 per cent bonus.

His next move was to start a construction company. But that went through bad times in the recession years between 1974 and 1977.

On top of that he had been speculating on the stock exchange by purchasing shares "on margin". When the crash came in 1973 he lost a lot of his savings. That frightened him out of stock market dealing, and since then he has been very cautious about buying shares.

By the late 1970s, as land and property prices started to soar in Hong Kong, he moved from property development to dealing in real estate. With hindsight, his most successful move was to sell everything just before the property market crashed in 1981.

"I got out just in time," he says. With the funds he realised he bought four apartment blocks in Toronto - he reckoned the city was the most underpriced in North America - and kept back US\$ 1m to start a manufacturing business in Hong Kong.

Initially he looked at the possibilities of toys, garments, electric appliances and computers. Then he examined company reports in Hong Kong to see which had the highest profit growth. He came across a company called Atlas Electronics which increased net profits by 27 per cent in 1981 and was making magnetic heads for computers.

He decided to try the same business. Having no experience in magnetic heads himself, Mr Pang recruited Chinese engineers, both locally and from North America. By chance and good luck, he ran into a cousin, Kenneth Chow, now executive vice-president, who had been making heads in the US and had been involved in the design of an 8-inch floppy disk drive. "I talked him into coming back to Hong Kong," says Mr Pang.

Together they set out to find US computer manufacturers seeking to subcontract, on an OEM (original equipment manufacturer) basis, the manufacture of magnetic heads for disk drives.

Their first breakthrough came when the Hong Kong Department of Industry telephoned to say Control Data of the US was looking for a magnetic head supplier. Eventually Life won the contract after submitting samples that met Control Data's quality standards.

It was a breakthrough because it was when at the height of the computer boom, Japanese suppliers of recording heads failed to meet the demand. By then Life was increasing turnover at 70 per cent a year and fast gaining market share.

Mr Pang's business, however, could have run into trouble as labour costs rose in Hong Kong. Nevertheless, in the same way that Chinese-American conditions headed him launch the company, unshakable Chinese links were able to cut costs dramatically.

Life set up a factory there in 1984 and currently employs 1,600 workers in China, as compared to 1,600 in Hong Kong. The plant began making thin film heads for high capacity data storage. It first recruited 15 local people from 600 applicants and then took them to Hong Kong for training.

They now form the basis of the managerial staff in an effort to avoid friction between local and Hong Kong Chinese. Life sends no supervisory staff from Hong Kong but only technical engineers on a rotating basis.

Life says the Chinese authorities about HK\$ 500 a worker per month (including various local charges) as against monthly wages of about HK\$ 3,500 in Hong Kong.

Mr Pang says that "eventually we hope to be the leading supplier of computer magnetic heads in the world."

Apart from magnetic heads in the world, Life has also begun making thin film heads for high capacity data storage.

In addition, the company is expanding its product range by using surface mounted technology to assemble printed circuit boards in China. This allows components to be fitted directly onto the boards through a computer-controlled automatic process, rather than soldering them on through holes. Though Life will be shifting most of its manufacturing to China, it will retain its Hong Kong base as a technical and design centre, and to ensure the quality of its products.

And Mr Pang has no fears that China's resumption of sovereignty over Hong Kong in 1997 will cast a cloud over the business climate. "I regard it as nothing but a symbolic year," he says cheerfully.

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Continued from previous page

road to industrialisation. They had also seen and learnt from Japanese methods.

In the case of Korea, the humiliation of Japanese rule and the devastation of the war had also brought to the fore what Dr Hong Wontack, Professor of International Economics at Seoul National University, calls "animal" qualities that represent the strength of contemporary Korea. Among these he cites: "aggressiveness, an inclination to take (even the smallest or nothing type of) risks, freedom from the self-imposed restraints of convention, a frontier spirit, and so on."

The war coupled with the communist revolution in China, also had another consequence that was to leave a strong imprint on Asia's future. It resulted in a massive diaspora of the Chinese population. Hong Kong benefited from the Shanghai entrepreneurs bringing their capital and their machinery to lay the base of the territory's textile industry. Taiwan drew the best of the bureaucrats from Chiang's government on the mainland. The speculators and fortune seekers who had helped ruin his regime turned elsewhere believing him a lost cause.

But many of the Chinese fled to the US thus swelling the American-Chinese community and eventually the number of Chinese taking teaching posts in American universities or senior positions in the US semiconductor industry and Silicon Valley.

When the Taiwanese were to turn in this direction as their own electronics industry gathered momentum, they were to find - as the Koreans equally found from their community in the US - an invaluable pool of ideas and talent.

AID. Over the long run the divisions of the Cold War were damaging to Asia, producing wars in Korea and Vietnam, turning China inward, and limiting intra-regional trade and investment. But there were compensations.

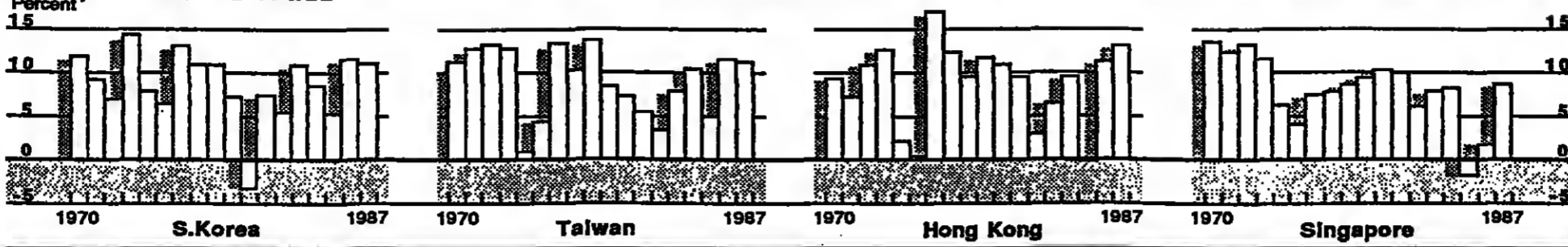
The Cold War had the effect of releasing Japan from most of the constraints imposed by the Allies on the rebuilding of its economy. Korea and Taiwan became recipients in the 1950s of more US aid per head of population than almost any other developing country. In the 1960s, they - like Hong Kong and Thailand - benefited from being supply bases for the US forces in Vietnam.

The growth of US influence also opened the door to US markets. Before the war, trade had been largely intra-regional reflecting the dictates of Japan's closely integrated empire. After the war, and particularly with the Western embargo on trade with Communist China, the major market for the Pacific Rim became the US.

EXPORT-LED GROWTH. The economic turning points in East Asia were the decisions, taken first by Taiwan and then by Korea and Singapore in the 1950s and 1960s, to concentrate on exports rather than on the export of manufactured goods. Hong Kong had already been pushed in this direction when its entrepot trade with China came to an abrupt halt after the West imposed an embargo on China when it entered the Korean war in support of the North.

The switch to export-led growth may seem self-evident today but at the time it was something of a dramatic departure. Development econ-

GDP/GNP GROWTH



nomics had been heavily influenced by Raul Prebisch, the Latin American scholar who argued that developing countries should reduce their exposure to trade with industrialised nations.

His thesis was that in a free-trading system developing nations were the losers because the prices of the agricultural goods they mostly exported fluctuated wildly in the short term, and in the long term tended to decline. By contrast the cost of the manufactured goods that they needed to import from the industrialised world rose in real terms.

Prebisch, with others, thus supported a policy of import substitution under which governments diversified their economies by manufacturing what they had previously imported. They would thus obtain a broader industrial base, a wider range of skills and fairer income distribution. Prebisch advised that developing

Export-led growth departed from conventional wisdom

countries should protect infant industries in the initial stage.

Import substitution policies had been adopted by Argentina, Brazil and Mexico in Latin America and, most noticeably in Asia, by India. Not fully appreciated at the time was that such policies also pushed up domestic costs, restricted the inflow of technology, diminished the pressure on companies to improve efficiency and drew the state into ever more costly financial or industrial projects intended to deepen the industrial structure.

Korea, Taiwan and Singapore (then part of the Malayan Federation) had embarked on import substitution policies, but they were running up against the difficulties of limited domestic markets and increasing investment outlays. At the same time Japan was already demonstrating that there was a world market for cheap consumer goods such as textiles, plastic toys and radios. The market-oriented American advisers who had accompanied US aid were strongly in favour of a policy change.

In the case of both Korea and Taiwan, however, the decisive factor was that they were economies on a war footing. Their military leaderships feared fresh communist attacks. They could count on the US to supply the weapons they wanted. Export led growth was the only chance of earning the foreign exchange that would guarantee them

independence and security. "The whole emphasis of government was on the earning and saving of foreign exchange," recalls Mr Tsai Tso-kan, now vice-chairman of Taiwan's Council for Economic Planning and Development (CEPD).

An outward oriented policy means seeking to make best use of a comparative advantage - in the case of the four an abundance of cheap labour - through exploiting world markets. Wages thus need to be below those of competitor countries or productivity to be higher.

It also means giving companies at least the same incentives to produce for export (where the customer is distant and unknown) as for the domestic market (where the customer is known). The major incentives involve more favourable tax treatment for export industries and the management of the exchange rate in a way that gives exporters a competitive advantage in foreign markets.

Classical economists refer to the whole package as "getting the prices right." The gains from such an approach are that it integrates an economy into the world trading system, thus providing industry with a global rather than a domestic market; it encourages economies of scale through higher volume production; it promotes efficiency through international competition; and it encourages an inflow of foreign technology.

Taiwan thus embarked on an export-oriented programme in 1958 with an effective devaluation through abolishing the system of multiple exchange rates. It introduced tax incentives for the export sector, made access to borrowing easier and waived duties on imported materials used in goods for export. In 1965 it established the first Export Processing Zone at Kaohsiung in the south of the island, intended to attract foreign investors through an attractive package of tax and infrastructural support.

Korea likewise devalued the won by 100 per cent in 1964 to give its exporters a competitive advantage. But the Government went far further than Taiwan in supporting the export sector with tax and financial incentives.

President Park Chung Hee initiated a system of export promotion councils, with export targets set for industries and companies, and with awards for export achievement. Banks used export performance as a criterion for lending to companies.

In Singapore, the break up of the merger with Malaya in 1965 forced a switch from a largely import substitution policies that had been in force. Measures introduced in 1967/68 offered fresh incentives to foreign investors while placing tighter curbs on labour.

THE ROLE OF GOVERNMENT. The great debate among economists and political scientists in explaining East Asia's success is whether market-oriented policies were sufficient in themselves or whether government intervention in support of industry has also been a decisive factor.

The debate has had a political dimension because some academics and policy makers have argued that other developing countries and even Europe and the US - should resort to more interventionist policies to catch up with the newly industrialised countries (NICs) and Japan.

Professor Chalmers Johnson, the US specialist on East Asia, says that the Japanese, Koreans and Taiwanese have put together the political economy of capitalism in ways unprecedented in the West.

Among the major elements he picks out are: "soft-authoritarian" regimes that have assured political stability and policy makers have argued that the freedom to determine economic policy independent of the pressures of different interest groups; "co-operation between public and private sectors under the overall guidance of a policy planning agency"; and the fact that when governments have intervened in support of industry, it has been to reinforce market trends.

Robert Wade, a British economist who has also specialised in East Asia, argues that the governments of Japan, Taiwan and South Korea have all "actively fostered the development of many new industries, and successfully so, in the sense that many of those industries have become internationally competitive. Among the instruments they have used he highlights: financial systems that leave companies more dependent on borrowed funds than equity capital and thus more open to government leverage; tariffs and non-tariff controls; and selective intervention in support of particular companies and sectors.

Section four of this report will look more closely at the role of government. But what is clear is that East Asian governments are becoming less authoritarian and have less faith in industrial intervention than they did in the 1970s. Attempts then by Korea and Singapore to "pick winners" proved costly, mostly in terms of excess capacity, a loss of competitiveness and a downturn in growth.

ENTREPRENEURSHIP. East Asia started the post-war years without any strong entrepreneurial tradition. This makes the emergence of a cluster of world-class manufacturers - Mr Chung Ju-yong of Hyundai, Mr Lee Byung-chul of Samsung or Mr Stanley Shih of the Taiwanese group Miteltech - the more remarkable. Corporate size and structure differs

widely between Korea, Singapore, Hong Kong and Taiwan. But companies get the bulk of their export business from the same type of operation which has greatly expanded with the growth of global manufacturing.

They produce to the design and specifications of a foreign purchaser which then retails the products under its own brand label - an arrangement that is often called original equipment manufacturer (OEM). This activity can cover goods from textiles, shoes, tennis rackets, to bicycles, TVs, video cassette recorders (VCRs), electronic components, hand-held tools and cars.

The foreign purchasers might be US retail stores, or multinationals like IBM, Thomson of France, and General Motors. East Asian industry has prospered from the increasing number of US, European and now Japanese companies shifting their production offshore to lower-cost countries.

Profits on OEM manufacturing are slim because the foreign purchaser absorbs the design, development and distribution margins. Competition among manufacturers is also severe because buyers can switch easily to alternative suppliers, depending on cost or currency differences. Hence the pressure on manufacturers is continually to improve their price and quality and to move up-market.

Korean electronics groups like Samsung, Goldstar and Daewoo are expanding their worldwide sales with their own brand names. But even in the case of Samsung Electronics - the largest of the Korean electronics manufacturers, OEM work still accounts for about 60 per cent of sales.

Hyundai, the car manufacturer, relies almost entirely on its name in marketing its Pony and Excel cars. But the larger Taiwanese companies like Tatung, Sampo and Teeco have had much less success in developing their own brand names.

Notwithstanding this broadly similar approach to manufacturing, there are large differences in the way companies are organised.

Korea's private sector is dominated by the chaebol or large conglomerates. The ten largest of these account for about 75 per cent of the country's manufacturing output. More than 10 are listed in Fortune's list of the 500 largest non-US industrial companies. The size of the conglomerates and their appetite to get into promising new activities means that it is difficult for small companies to flourish. The chaebol, like the Japanese zaibatsu in earlier times, take the risk of building up capacity to gain market share without worrying too much about immediate returns or shareholders dividends.

Hong Kong's manufacturers tend to be small and family-owned. Lacking the large capacity of the Korean companies, their strength lies in the speed with which they can respond to changes in fashion or demand (see the accompanying article on Mr Clifford Pang).

Taiwan's corporate structure lies somewhere between that of Korea and Hong Kong. It has some sizeable companies like Formosa Plastics, Tatung and Sampo. Many of these older firms got started under the Japanese occupation. By contrast many of the new computer or computer peripheral companies like Mitac or Microtek sprang from Taiwan's American-Chinese connection.

Nonetheless the bulk of Taiwanese companies are small. Some 67,000 of them account for 55 per cent of manufacturing output.

LABOUR. For a long time the most common Western explanation of the

Confucian culture imparted the value of hard work

NIC's success was that repressive regimes maintained a competitive advantage by holding down wages and banning strikes and trades union activity. This is part of the story, but getting less so.

Trades unions are mostly ineffective. Korea's labour legislation is based on the Confucian premise that there is no conflict between management and employees. Until a minor stoppage last year, Singapore had not had a strike in nine years.

But repression alone does not explain East Asia's workaholic drive. Korea's average working week has risen steadily from 50 hours in 1975 to a current level of 54, because exports have been growing fast. Last year's strikes in Korea were over conditions of work and pay. Labour leaders were not generally seeking a shorter working week.

Resentment of the Japanese occupation and the devastation of the war years seem to have been a factor driving Koreans and Taiwanese to work harder. Factories recruited labour from the land and thus benefited from a first generation peasant tenacity to stick to the job.

The education system and Confucian culture implanted the values of hard work.

SAVINGS. East Asia has thus worked harder. It has also saved more which enabled it to finance its industrial expansion. Gross savings as a percentage of GDP for the four

averaged a staggering 33 per cent over the period 1980 to 1986, half again that of the OECD area and more than that of Japan.

Household savings have been high to finance retirement, medical care housing and schooling, for which the state makes little provision. With fast rising incomes, families have also tended to underestimate what they earn, thus saving more. Governments have given them incentives to do so by maintaining real interest rates at a high level.

In the case of Korea and Taiwan they have also discouraged workers from spending by holding down consumer imports and preventing banks from developing consumer credit financing.

In Singapore, the Government levies a large proportion of employees' income - currently 35 per cent - which is then wired in a largely blocked savings account with the government-owned Central Provident Fund.

But it is not only households that have saved. Governments like Taiwan or Singapore have regularly run up substantial budget surpluses while corporations have put away profits into reserves rather than distributing them as dividends.

The exception to this fiscal prudence was Korea which in the 1970s, like Latin America, supplemented its domestic savings with foreign loans - thus expanding its external debt to a peak of \$47bn in 1986. Korea's dislike of this dependency is one reason why Koreans have been pre-ying the debt through accumulated current account surpluses.

In both Korea and Taiwan, domestic savings have been channelled directly into industry through what have been until recently state-owned and controlled banking systems. In Singapore, by contrast, the savings have been used to finance both housing and infrastructure projects.

FOREIGN INVESTMENT. Singapore has been the only state where foreign investment plays a major role in the economy. In 1985, multinationals accounted for 70 per cent of manufacturing output and 82 per cent of exports.

The emphasis on foreign investment goes back to independence in 1965, in the wake of the break up of the merger with Malaya. Mr Lee Kuan Yew wanted rapid industrialisation to absorb the workforce. The local Chinese and Indian business community had more experience in trade. Mr Lee thus turned to multinationals, offering them tax incentives, clean government, and well equipped facilities to use Singapore as a manufacturing platform.

Elsewhere, the textiles, footwear, and light goods industries, on which the NICs first concentrated, were local initiatives. Korea and Taiwan did not have the size of domestic market to attract foreign investment in the way Latin American countries could. Korea in any case imposed tight restrictions on foreign investment.

Both obtained far more foreign capital through borrowing than through direct equity investment. Between 1975 and 1984, Korea only obtained \$433m in net equity investments besides the \$21.3bn it got in net long-term borrowings.

Both education and the transfer of technology figure large in any account of the NIC's success, and are the subjects of two sections which follow in this report.

EDUCATION Creativity replaces learning by rote

From Japan to Korea and Singapore, educators are talking a similar language that has its roots in Western liberal values

PROBABLY the greatest changes taking place in East Asia are in the education system. They are slow to mature and they do not attract a great deal of public attention. But they are important for two reasons.

The changes mark the passage from societies where the emphasis has been on factory discipline and on mastering certain simple production line operations, to ones where the priority is on engineering skills and innovation.

They will also make it more difficult for there to be any return to authoritarian regimes, from ones that are increasingly democratic and responsive to public opinion.

From Japan to South Korea and Singapore, educators are talking a similar language that has its roots in Western liberalism. The emphasis is no longer on group activities, conformity and learning by rote, but on individual inquisitiveness and creativity.

Thus in Korea, Mr Chun Won Sik, Professor of Education at Seoul National University and a member of the recent presidential commission on education, says: "One of the drastic changes that we are promoting is the importance of individual excellence rather than group performance. We have to develop the creativity needed in the future."

Teachers, as he sees it, need to break away from traditional methods of making students memorise and repeat texts, and instead get them thinking about and discussing subjects.

The Korean commission has been working closely with a similar Japanese body, equally inspired by the belief that Japanese education is too conformist for the demands of an increasingly research - and technology - based society.

In Taiwan, Dr Kuo Wei-fan, the Minister of Education, says that classroom teaching is much too heavily based on memorisation and factual knowledge. He blames this on

the pressures of an examination system in which many schools into "education factories."

"The problem for us, as for Japan, is that we are too exam oriented. Teaching is therefore geared towards the highly competitive exams to get into high school and university," he says. The system is now being modified to encourage students more on their overall school performance.

In Singapore, one of the striking recommendations of the government appointed committee set up under Brigadier-General Lee Hsien-loong (B.G. Lee), the Minister for Trade and Industry and the Prime Minister's son, was the need to encourage "more creative and flexible skills through broad based education."

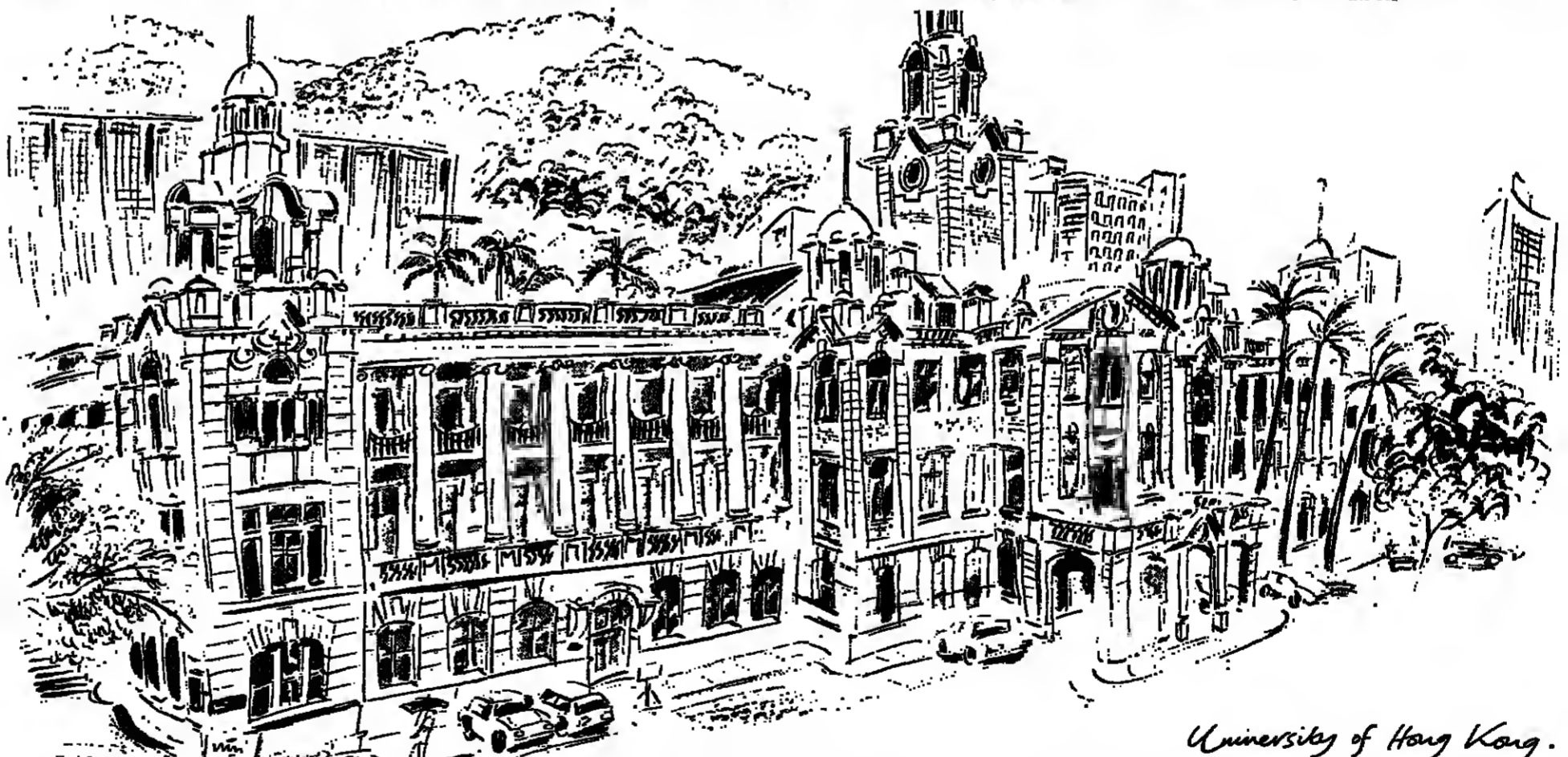
The committee declared that "to create or acquire for ourselves a niche in the global economy of the 1990s, we will need a thinking and creative population."

Singapore has thus embarked on a controversial programme to achieve more "excellence" in education by creating new, independent schools on the British or American model. B.G. Lee says that what are needed are "good principals, good teachers who take the trouble to bring out the best in pupils, and an absence of new-fangled ideas."

East Asia can afford this concern with quality because, by and large, it has been so successful in providing basic education for a high proportion of children. Korea now has about 85 per cent of the 17 to 18 age group staying on in secondary education, which is less than Japan but more than Britain (65 per cent) and France (75 per cent).

In Taiwan, the proportion is 80 per cent but will rise to 90 per cent over the coming years. That means that almost every industrial worker will have had 12 years of education before taking up a job.

Meanwhile, in Korea over 30 per cent of an age group goes on to higher education, giving the country a current university or post-secondary population of over 1m. Taiwan's proportion of any age group going on to higher education is just under 30 per cent, and 85,000 students gradu-



University of Hong Kong.

ate from university or technical college each year. These include 11,000 engineers with a BSc degree.

East Asia can also afford to pay attention to quality because it now has the resources to do so. Korea is planning to increase government expenditure on education from 3.3 per cent of gross national product (GNP) to 4.7 per cent over the next 14 years.

Families also spend heavily on schooling and university education, so the real boost to education will be larger. Taiwan is also increasing its education budget - by 15 per cent this year - because, for a government under international pressure to invest more at home, schools and universities are one area where funds can be quickly disbursed.

Both Korea and Taiwan have another advantage as well. They can draw on an increasingly large pool of talented and qualified people who have done their studies abroad, mostly in the US. There are some 30,000 Taiwanese with MA degrees living in America. Many of them are working in the electronics and engi-

neering fields that Taiwan wants to develop.

In the 1970s, when Taiwan's future appeared less certain, this "brain drain" seemed an irreparable loss to the country. But now Taiwan is reap the advantage. For not only are more of these people returning home to act as consultants, to create their own businesses, or to teach in universities (some for only short periods), they are also bringing with them their contacts in the US electronics industry and Silicon Valley.

Singapore and Hong Kong, the two countries that took the wrong decision and failed to expand their education system sufficiently in the 1960s and 1970s, now regret their move and are trying to catch up. Mr Lee Kuan Yew, who had faced unemployment, youth militancy and intellectual leaving hostility in his early years in power, feared that an open-ended expansion of the education system carried the risk of creating an army of educated unemployed. Singapore thus made entry to secondary school and university highly selective. Even today, primary schooling is not compulsory.

The result, in the words of B.G. Lee's Economic Committee, was that in 1979 60 per cent of the country's workforce had "only primary education or no education." A crash programme since then has much improved the situation. Over the last five to six years the number of entrants to university has doubled and polytechnic intake has grown threefold. This year the number of new university graduates will climb above the 5,000 mark.

But even so Singapore has only 6 per cent of the right age group in university, not counting the polytechnics, and needs to broaden its secondary education base before it can increase this number substantially.

The massive post-war expansion in schooling in North East Asia took place at breakneck speed and from wobbly foundations. In the Confucian cultures of both Korea and Taiwan, education had been traditionally confined to an elite and had been based on memorising and repeating the classics.

Opportunities under the Japanese occupation had been restricted because Japanese was the language

enforced in schools and because the number of places available fell far short of the demand. At Seoul University before the war there was an annual intake of 600 students. But only 75 of these places were for Korean nationals.

Freedom from foreign domination thus released a head of steam. Though education had traditionally been the preserve of a chosen few, it had also been highly valued. An educated man was considered barely human.

The upheavals of the Second World War had removed social distinctions based on class. Education thus became the way of climbing up the ladder and of allowing the poorest farmer's son dreams of becoming a government minister.

In national terms, education was also the driving force that enabled the Koreans and Taiwanese to make good the humiliation of defeat, and thus reduce the gap with industrialised Japan, or offset the advantages that mainland China had through its size.

Professor Lee Hong-woo, of Seoul National University, remembers that

the driving force for education was so great that it "seemed that every day 10 or 20 schools were being put up. Sometimes there were no buildings, so classrooms were established wherever a place could be found." Within six years enrollment in primary school had reached 98 per cent.

Expedients were evolved to teach large numbers of pupils. Korea developed what came to be called the mastery system in which teachers drew on the help of their quicker children to help the others master the lesson. Singapore resorted to a double shift system in schools, which is only now being phased out.

But the real impetus came from the determination of parents who scraped and saved so that their children could remain at school. Even today families accept far more responsibility for a child's education than is the case in the West. Most mothers give up their jobs on marriage so as to devote themselves full time to their children. They follow their child's schooling more closely than would be the case in Europe, and jully them more over their homework.

Continued over

ASIA'S PACIFIC RIM

Korea's democratic move away from academic elitism

ASK ANY senior technocrat in Seoul where he went to school, and the chances are he will tell you Kyonggi High School. Before the Korean Civil War and for a good 20 years afterwards, it was where the elite sent their children in a country where social position was largely determined by education.

known in Japan, or "hakwon" in Korea, which provide students with extra tuition to help them get through exams - was abolished. Mr Kim says that some students neglected regular classes in favour of private "crammers" while poorer parents avoided the financial burden of private tuition was too much for them.

Discipline is more difficult to enforce

up, American style, in jeans and open neck shirts. Mr Kim supported the move as encouraging students to be more independent. But he says that it has meant that discipline is more difficult to enforce and that the schools' worst problem now is an increase in smoking: students are punished by a three to five-day suspension the first time they are caught and by expulsion if they persist.

the school, it has by no means lost all its past academic glory. It had the best record of any school last year for admissions to the country's academic institutions: 65 students went to Seoul National University, 85 to Yonsei and 90 to Korea University.



ROLE OF GOVERNMENT Stepping back from centre stage

There has been less intervention in industry, and private sector businesses are being ceded more power over their development

GOVERNMENTS have long been credited with having a major hand in East Asia's economic success. But they are now anxious to take a lower profile. They are less confident that they were in the 1970s of the wisdom of their judgment, when compared to that of business, in taking investment decisions. They intervene less directly in industry. They are ceding power in reducing (albeit at times unwillingly) tariffs, non-tariff barriers and industrial licences. They are also reducing the size of the public sector by a programme of privatisation that is still modest but will gather pace.

Technocrats' statements should be taken with a pinch of salt - particularly when they come from what has long been the liberal wing of government, and, when at a time of trade friction, they cannot afford to give the impression that the Government confers on Korean firms an unfair competitive advantage.



Lee Kuan Yew: A swing away from policy of "picking winners"

Continued from previous page

A lecturer at Pusan University in southern Korea maintains that mothers study as hard as their children to help get them into university. The provision of schooling for all had a tremendous impact on the moulding of post-war society. It taught the importance of hard work because of the emphasis laid, as in Japan, on diligence and effort.

Learning by heart gives way to a new mood of inquisitiveness

Japan, mainly middle class parents sent their children for additional tuition after regular school hours. The new system created an uproar among parents at Seoul's famous schools like Kyonggi (see accompanying article) and among teachers. Educational standards fell in the short term. But two gains were that Korea had a more democratic education system in a country which gives weight to equality of opportunity, and that the schools provided a general education for all.

the impatience of students increasingly tasting the power of more democratic politics and exposed to a much greater diversity of ideas. A student from Taiwan National University, who prefers that his name not be mentioned, complains that "from the age of five or six we have to learn respect for Chiang Kai-shek and what a great leader he is. But we are not in the Kuomintang (the ruling KMT party). Why should we read about the party's work?"

ism on their campuses. They are a stronghold of populist economic ideas for greater self sufficiency and less dependence on foreign imports. Mr Nam Duck Woo, the former Korean Prime Minister who confesses himself much worried by the breakdown of academic discipline on many campuses, says he believes that students who fail to get the required grades should be forced to drop out.

Reforms will take a long time to implement because education systems by their nature change slowly. But governments in East Asia are reaching broadly similar conclusions on the directions to take. The movement is towards emphasising the qualities of enquiry, judgment and imagination; more autonomy for institutions, both schools and universities; more decentralisation; and a new balance in higher education that allows for both more job orientation and more research.

Where once the emphasis was on mastering simple production line operations, the priority now is on engineering skills and innovation

vocational training for the rest. It is this system that creates the enormous strains on children - above all on entry into high school at 15 years of age and at 18 with university entrance. "Everybody hates the joint examination (at 15)," says Chang Pei-chi, the Director of Manpower Planning in the Taiwanese equivalent of a Planning Ministry, "but one advantage is that everybody has the same opportunity."

ment, remembers vividly a line from the school song that as a child she had to sing daily. It went: "For your family and your country; carry both on your shoulders." Even at that age she recalls thinking "and what about me?"

Within this framework, Korea is modifying its comprehensive schooling policy to create new schools for gifted children. One has already been built and others are on the way. To ease the pressure on universities, children at the age of 16 are likely to be given the option between a liberal arts programme, leading to university, and more vocationally oriented courses leading to a technical institute and a degree.

Rallying behind the flag and a better start in life

STUDENTS at Fu shung high school in central Taipei begin the school day at 7.40 am with a flag raising ceremony. They stand in rows on the school playing fields, with shoulders straight and hands behind their back as the Republic of China flag is slowly hoisted up the mast.

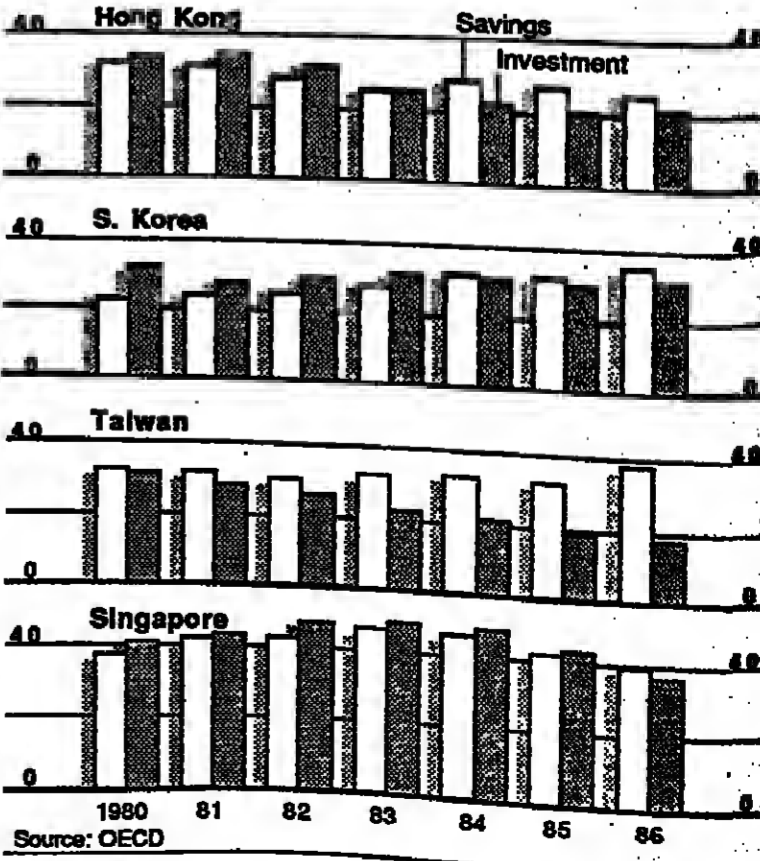
four years ago has now been dropped, along with the insistence that all children must wear their hair closely cropped. Notwithstanding this intimidating list of virtues, however, Fu shung is no Dickensian establishment. Children treat the visit of a foreigner as a noisy occasion for laughing and relaxing.

Once children have gained admission to the junior school at the age of 12, they are put into mixed ability classes of about 50 pupils. The Government now accepts this is too high a figure and is attempting to bring down class sizes to 42 children.

elders and to have good manners. Admission to the senior school is rigidly selective on the basis of the exam taken by all pupils in Taipei. The brightest students generally choose Fu shung's main rival in academic achievement, Chien Kuo, which gives the highest number of admissions to university. Fu shung gets the second pick of the crop. In the same way as the two schools attract the best students, they also attract the best teachers.

Some 50 clubs have been set up and are run by the students, giving them a chance to develop individual responsibilities. The school also has a large computer room with about 50 machines. Students start using these from the age of 16 and the school recently won first prize in a competition for writing computer software.

SAVINGS AND INVESTMENT as percent of GDP / GNP



Continued over

Continued from previous page
ity that also enables Korea to overcome its periodic upheavals... as the labor disputes in the summer of 1987.

In Korea, government, the major chaebol (conglomerates) and the industry associations form part of a tussle in which it is difficult to know where the centre of decision making lies. In Singapore, as well, the ruling elite is so small and the relations between government and industry so close that Mr Philip Yeo is both head of the Economic Development Board and chairman of Sheng-Hi, the state-owned holding company with stakes in the defence and electronics industries.

Both the Korea and Taiwan governments still exert influence over the private sector through their control - though on the decline - of the banking system and hence of a significant part of companies' borrowing needs.

Governments are also involved in industry's marketing policies through the growth of export restraint agreements and managed trade. Walk into Korea's new government complex at Kwachon, outside Seoul, and see the signs for the "Office of Fair Trade" in the Economic Planning Board and you realise that you are not in a pure market economy.

But the mistakes in Korea and Singapore, in particular, of government intervention in the 1970s made administrators more wary of arguments that government support for specific sectors can provide an industry with long-term comparable advantage over its competitors. Both countries were lumbered with costly nver capacity in the shipbuilding and chemical industries and both suffered a severe recession.

Governments have come to recognise their own weakness in assessing how market trends will move worldwide for different products, and to realise their centralised administrations are already overstrained.

In any case, the large Korean conglomerates such as Hyundai, Samsung and Daewoo have their own marketing and corporate planning departments which operate on a global scale and do not want to be under the wings of government.

The Korean export boom over the last two years in such electronics goods as video cassette recorders (VCRs) and microwave ovens was mostly due to the success of conglomerates in exploiting opportunities opened up by the appreciation of the yen. They purchased the technology, installed the manufacturing capacity and found the markets.

Likewise it has been the conglomerates which have borne the brunt of the costly risk in the development of Korea's semiconductor industry, in contrast to the experience of the 1970s when the chaebol played a back-up role to the Government in developing the metals and chemicals industries.

The major preoccupation of governments will thus increasingly be with macroeconomic policy - fiscal and monetary policy, and exchange rate management - and with public investment in infrastructure, training and research.

Their workload is also being increased by being drawn into areas of government in which some of them have little experience so far - environmental control, social welfare, consumer protection and housing.

Should this imply that governments

high technology plant. Subsidised loans are provided for 135 products on the list of so-called "strategic" products. This was initially drawn up after the second oil shock with a view to diversifying industry into less energy intensive areas such as information technology and electrical machinery.

Dr George Yang, the liberal head of the IDB, and now one of the most powerful influences on government policy, says: "According to my personal ideas, we don't need that list. In future our incentive programme should be redirected away from incentives for specific products or sectors and towards a more general upgrading of industry." By that he means government should focus on providing help in areas like research and development (R&D), pollution control, manpower and management training. "You have to provide a good

damant that such practices have been abandoned. He told an audience in the US last year. "Many here in the US mistakenly believe that Korea continues to 'target' strategic industries, providing subsidies and other financial benefits to specific sectors. Not so. We phased out industry-specific support, such as preferential interest rates and other industry-oriented facilities, and instead shifted to providing general support in manpower training, information and technical guidance.

More convincing than this bland declaration are the comments of Mr Kim Chul-su, deputy Minister for Trade and Industry. He says that the "bad experience we had in the 1970s in terms of government intervention" has made the administration more cautious. He points out as well that Korean companies are generally larger than their Taiwanese counterparts and thus able to invest more in R&D.

Nonetheless, if the amount of specific intervention is much less, most Koreans and foreigners are convinced that it continues. One pointer to this belief was the sharp rise in the share price of the Daewoo group after Mr Roh Tae Woo's election, on the assumption that it was close to the new administration and would benefit most from government patronage.

Technology. Throughout East Asia the governments' major contribution to industry is increasingly channelled through R&D expenditure. This reflects industry's more sophisticated needs. It also provides a convenient way of helping the manufacturing sector that does not run into trade friction.

Mr Kim Mah-je, the former Korean deputy Prime Minister but still close to the country's economic establishment is quite open about it. "Because of foreign reaction, a much greater proportion of credits for high technology such as semiconductors goes to R&D instead of outright subsidies for specific functions," he says.

As a proportion of GNP, Korean spending on R&D has more than doubled to 2.5 per cent in four years.

Dr Il Sakong, Finance Minister, is environment to upgrade industry," he says.

Korea went further than any other East Asia state to "pick winners" and targeted for development in the 1970s such industries as napthalene, crane, steel, metal products, shipbuilding, machinery and automobile production.

Conglomerates were individually assigned to particular sectors. Four-fifths of manufacturing investment between 1977 and 1979 went into the heavy and chemical industries, most of it financed through concessional loans.

The price was substantial over-capacity, and a recession precipitated largely by rising inflation and balance of payments difficulties.

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(This includes the private sector's substantial contribution.)

In Taiwan the proportion is over 1 per cent with most of this coming from the Government.

Both Taiwan and Korea have large research organisations with such acronyms as ITRI, ERSO, KAIST and KIMM. These have the dual role of training engineers and transferring core technology. The Taiwanese Industrial Technology Research Institute (ITRI) is, for instance, developing a new motorcycle engine controlled by a microprocessor to give better fuel consumption and lower pollution. This might seem an odd project for a government to get into but Taiwan has the highest motorcycle and scooter density per head of population of any country in the world.

KIMM is helping Samsung's Advanced Institute of Technology develop new turbo blades for aircraft engines, while KAIST is also involved in research into new semiconductor materials. Three of the major Korean groups (Samsung, Goldstar and Hyundai) are working with ITRI in developing the next generation of memory chips, the 4-megabit DRAM (dynamic random access memory).

The Hong Kong Government is thus entering the business of what it calls "developmental support." To help companies with training and technology transfer in three areas where it believes the Hong Kong electronics industry should be focusing in future, it is setting up a digital communications laboratory, a surface mount technology lab and a customised

microchip (application specific integrated circuit) design centre.

"We don't have an ERSO (Electronics Research and Service Organisation) and an ITRI, but we will have elements of them," says Mr K.Y. Yeung, the Director of Industry.

In what has echoes of a late conversion to a "pick the winners" policy, Hong Kong also plans to employ consultants to study promising new technologies with potential industrial application, and to recommend whether support services should be provided for them.

● Tariffs. These, and non-tariff barriers, were for a long time the major instruments of industrial policy and protection in Korea and Taiwan. Hong Kong and Singapore are duty free ports. But the use of tariff weapons to protect industry against foreign competition has become increasingly difficult because of the threat of retaliation by trading partners.

Also administrations in Korea and Taiwan increasingly see merit in the arguments that the opening up of markets promotes efficiency through more vigorous competition. Both have thus begun to remove import barriers and lower tariffs, though Taiwan is much further down this road than Korea.

Albeit decreasingly so, however, import restrictions still remain a key element in protecting certain sectors. Try carrying a portable Toshiba computer into Korea and you will be stopped at the airport even though portable computers can officially be imported. Japanese portable computers, along with Japanese cars and cameras, appear on a list of 150 items that cannot be brought in under what is called the "diversification" programme.

The aim of this is to diversify Korea's imports away from Japan to other countries - and most importantly to the US. But it is also a convenient way of protecting Korean manufacturers from their closest and strongest international competitors.

Apart from the diversification programme, there are a battery of other

laws and regulations which can be used to stop unwelcome imports. A pharmaceuticals law gives the Ministry of Health power to prevent the import of medical equipment, while any item can be restricted if put on a "surveillance" list intended to guard against a surge in imports.

Both tariffs and non tariff barriers have been used to protect the domestic car industry. Though foreign cars over 2,000cc. were officially allowed into the country from the summer of 1987, by the end of this January none had actually cleared all the barriers.

Taiwan now also uses tariffs most extensively to protect its car industry with a top rate last year of 58 per cent applied to six car components. But unlike Korea, there are no restrictions on manufacturers, local or foreign, entering the industry.

Tariffs on imported cars are also coming down fast, as witness the

surge in imports of US cars this year.

By 1991 the tariff rate on imported new cars will be down to 30 per cent from 42 per cent.

● Finance. Both Korea and Taiwan extensively used the state-controlled banking system in the 1960s and 1970s as an instrument of policy to channel savings into manufacturing and exports.

Favoured industries or sectors could look to preferential access to domestic credit or foreign exchange and to subsidised interest rates. Non-industrial borrowers had to look against the banking system and pay the high interest rates demanded by the "kerb" market. The heavy indebtedness of companies left them vulnerable to government pressure.

But this system has been substantially modified, even if the financial markets remain one of the most under-developed parts of the economy. The large Korean conglomerates have alternative sources of funds through borrowing outside the banking system, issuing commercial paper and raising fresh equity. Strong profit increases over the last two years have reduced their debt-equity ratios from 6.7:1 to a still high 4.5:1.

In Taiwan banks and companies are so liquid after the export boom and the surge in company profits, that demand for credit has fallen sharply. Domestic corporate bonds are still unknown in the country. Direct government intervention through the banking system, as occurred last October when banks were ordered to support share prices in the wake of the stock market crash, is now sufficiently rare to provoke comment. Both bankers and Parliamentarians attacked the Government for the move.

In both countries the financial system nonetheless favours large industrial borrowers because the conservative banks lend only against collateral (which the large companies can provide) and because it is difficult for them to turn down their largest clients.

Thus in an effort to limit the Korean conglomerates from crowding out smaller borrowers, the Korean Government has confined to 35 per cent the amount of bank credit that can be issued to the chaebol. It is, however, a rule that is often breached.

The Korean banks have officially been decentralised, but in practice their top officials are still named by the Government. An obstacle to further reform is that the banks' major shareholders are the same conglomerates which are their major clients.

In addition, most of the 25 securities and 32 short-term finance houses are largely owned by the conglomerates. Thus the establishment of a completely independent and private banking system would in present circumstances reinforce the chaebol's grip over the economy.

Hong Kong has an open, international financial market which means that operations borrow at market rates. In Singapore, the Government has a strong hold over savings through the Central Provident Fund (CPF) which currently levies 35 per cent of employees' salaries. But these funds have been used to develop Singapore's housing and infrastructure rather than industry.

● Restructuring. Government funds are available in Korea and Taiwan to help industry to restructure. Taiwan has a "strategic" loan programme to help companies move into new technologies. It has hedged this year a NT\$ 1.5bn credit guarantee fund to assist small and medium-sized firms to adjust to the New Taiwan dollar's appreciation by developing new products.

The Government also pays in part for consultancy services for traditional industries like hand tools, bicycles, hand bags and sports rackets. The aim is to help them improve productivity, through automation, and to develop their marketing.

In Korea, the rise in the yen and hence the sharp increase in the cost of components from Japan, led the Government to accelerate schemes to increase the local content of Korean products. In 1986, the Government named some 650 items for "localisation" and provided \$120m in funds to help.

Since then the list has been extended, mainly in the electronics

automobile industries, and more money has been provided. Though Korea remains heavily dependent on Japanese components, the proportion of imported parts in VCRs has dropped, for instance, from 50 per cent a few years ago to 30 per cent.

Korea also has a battery of other funds - the Industry Development Fund, the Petroleum Fund, the Technology Development Fund - intended to help smaller and medium-sized companies to improve their productivity and upgrade their technology. The textiles and electronics sectors have been the major beneficiaries.

● State-owned enterprises. Both Singapore and Taiwan set up state-owned companies to establish an industrial presence where the private sector had not the funds to invest or was unwilling to take the risks. The trend is now towards privatisation. Singapore has gone further down this road but the pace is slow.

Singapore had a staggering 634 state-owned companies in 1986, spread across sectors such as shipbuilding, steel, airlines, retail stores, gaming, taxi cabs, banking, shipping, engineering consultancy services and refined sugar. Most of these companies are subsidiaries of large state holding conglomerates, like Temasek or Sheng-Hi, or of statutory bodies such as the Post Office Savings Bank or the Civil Aviation Authority.

The number of government-owned firms has already been cut to below 500. A government-appointed committee last year recommended the privatisation of 41 companies, including a recent list of 30 government shareholdings in such large corporations as Singapore Airlines, Keppel Corporation and the Sembawang Shipyards. But even where privatisation is going ahead, the Government is in most cases retaining management control.

In Taiwan, state-owned companies were set up in the 1970s to take the country into the steel, petrochemicals and shipbuilding industries. Generally, through the Bank of Communications, the government-owned development bank, still takes a stake in high technology ventures such as the Taiwan Semiconductor Manufacturing Corporation, the size of the public sector is being dwarfed by the more rapid expansion of the private sector.

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Frontiers between what government does and what is left to business are shifting in favour of the private sector

are leaving industry to fend for itself, the rest of this section looks in more detail at when they intervene and how.

● Selective intervention in support of specific sectors or companies. More commonly known as "picking winners", this practice has been adopted at various times by Japan, France and Korea. Taiwan is the only East Asian state to own up to the practice. Mr Tsui Tz-kan, vice chairman of the Council for Economic Planning and Development says: "The Governor of the Central Bank is more liberal minded. He feels the Government cannot be as good as businessmen picking winners. More people feel the other way. Because of the small size of companies (in Taiwan they are not as well informed as government in deciding what is best for them).

Government support," according to Mr Yu Chiu-ming, director of the electronics division of the Industrial Development Bureau (IDB), extends to "encouraging industry to develop new products so that we can enter the market in the early stages of the product cycle."

The support is provided through "loan funds" put up by the IDB to help companies "make breakthroughs in new products. Recent examples include a 32-bit computer from Multitech, and chip sets for digital TV from Philips, the largest foreign concern in Taiwan but treated in foreign context as a domestic producer).

The scale of the funds remains small - NT\$ 850m over five years and spread across 20 projects with the annual budget on the decline judging by this year's allocation of NT\$ 100m.

The Government is able to follow through development support, or indeed to back other projects, by taking a direct equity stake in a venture or by providing subsidised loans through the government-owned development bank, the Bank of Communications.

The most important case recently of a direct government participation was the taking of a 48.3 per cent stake in Taiwan Semiconductor Manufacturing Corp (TSMC), the state-of-the-art wafer fabrication facility intended to give a boost to integrated circuit design and provide local design houses with an in-country,

B.G. Lee: Committed to mastery of Singapore's domestic affairs

WITH HIS long gangling arms, his slightly raspy English expressions and his sharp, frowning looks, it would be easy to mistake Mr Lee Hsien Loong for an Oxbridge professor.

But that is to forget that apart from being a Cambridge graduate, the son of Singapore's Prime Minister, and Minister for Trade and Industry, Brigadier-General (R.G.) Lee is also a junior Minister of Defence.

He talks enthusiastically and with a mastery of detail over a range of topics from macroeconomic management, to technology policy and the encouragement of local business. But his features soften with that sweetness of an intelligent officer when the conversation shifts to matters he judges touch Singapore's national security.

Does he think that Singapore's business community will suffer from the government imposed restrictions on the circulation of the foreign press? Not really, he replies.

Under legislation the Government has introduced, newspapers can be photocopied (the law lays down certain conditions) and sold more cheaply. "They will circulate even better," he says.

But in a question on the Government's dispute with the Far Eastern Economic Review and its allegedly "engaging in Singapore's domestic affairs," he detects a key issue. This is "do we maintain a firm line and remain master of our household - or do let others twist our tails and run riot and destabilise the place?"

He goes on: "As far as business is concerned,

what we are doing, does not affect them. They can get the news." But what is important, he says, is to engender confidence that "the Government can stand up to its critics and do what is right. If people did not think that, we would be in trouble. This place runs on confidence and an assurance that the Government has a team of men who can make logical decisions and who have the room and powers to make them stick. That is why people invest" in Singapore.

With Mr Goh Chok Tong, the First Deputy Prime Minister, Mr Lee is among the most prominent of the "younger generation" leaders to whom Mr Lee Kuan Yew eventually expects to hand over power. His most notable task to date has been to head the Economic Committee that the Government set up when Singapore suffered its first recession since independence in 1985.

The short-term measures Mr Lee proposed to restore Singapore's competitiveness were a two year wage freeze, a reduction to employers' contributions to the state managed compulsory insurance fund, and corporate tax cuts.

Over the longer term, Mr Lee advocated less government intervention, more privatisation, a more flexible wages policy, encouragement to more Singaporeans to establish their own business, and changes in the education system geared to encouraging more creativity.

It was probably the most self critical official report to come out of Singapore in recent years. And it was seen as significant that the Prime Minister's son was in charge of it.

Mr Lee believes that risks. But "in our period

two things can be done to make good Singapore's lack - by comparison with the other Asian NICs - of indigenous entrepreneurs. Schools and universities need to provide an open-ended and enquiry-based education. Secondly, increasing numbers of graduates will move from the civil service and multinational companies to take over existing public sector companies and reorganise them.

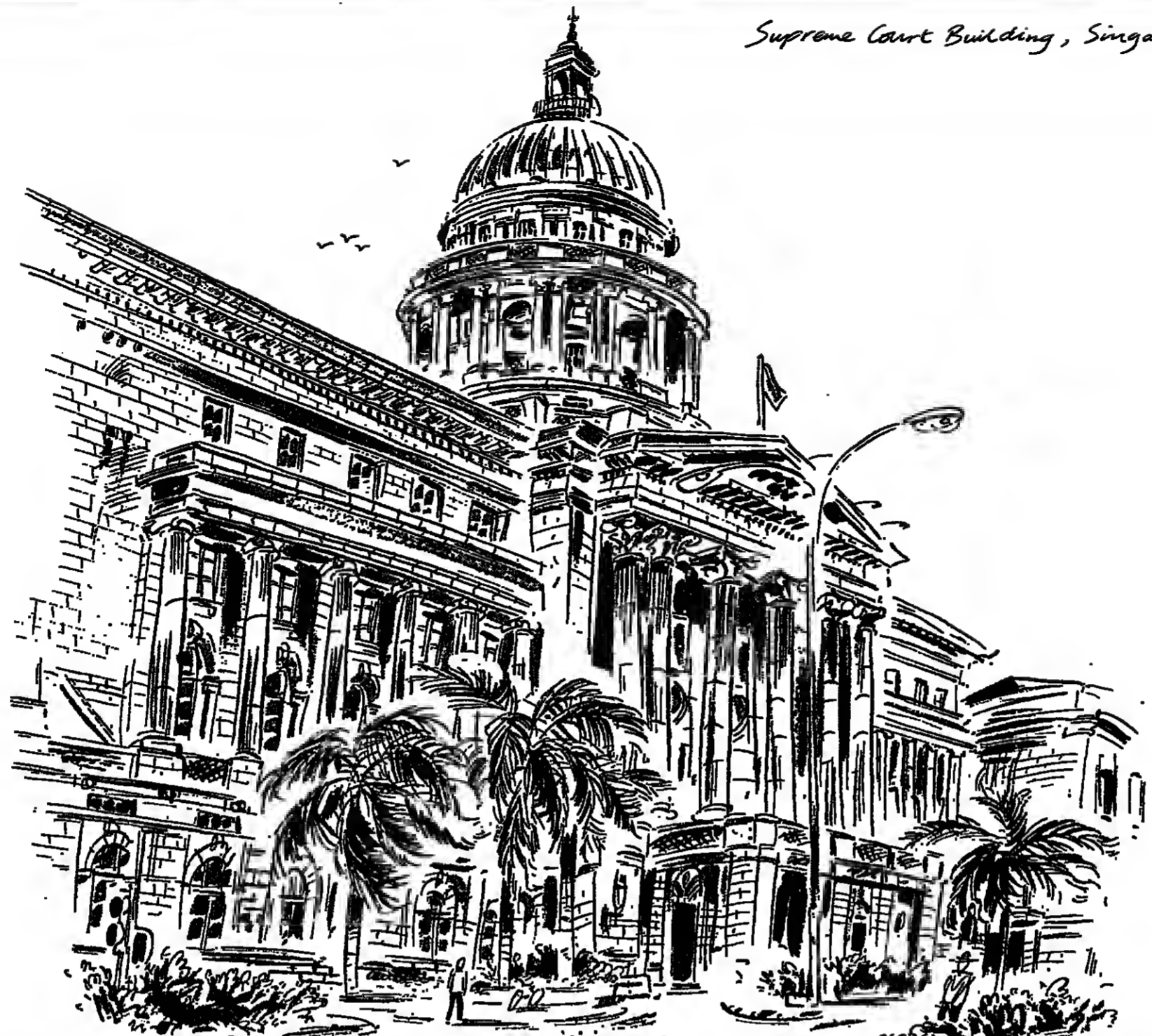
"That's where new companies will come from, not from penniless geniuses," he says.

Mr Lee sees the public sector as increasingly shedding the host of commercial activities, from industry to hotels, that it spawned over the years. "If the government had not done this, these ventures would not have been born. But they are past the teenage stage, should they not be turned out of the nest?" he asks.

The private sector has the "visionary leadership" to develop them. "Therefore why not give them off? Over the next decade this will be done."

Though Mr Lee would like to build up a stronger Singaporean private sector and encourage local entrepreneurial or creative talent, his "bottom line" is not the ownership of companies but whether they will contribute to economic success.

"If we cannot get six per cent growth a year, it does not matter how many Nobel prizes we have," he says. The final test is "whether we can get the economy to grow steadily and on a broad scale to lift up the people not just individuals...and in a way that does not lead to dissension and schism."



Supreme Court Building, Singapore.

TECHNOLOGY

A push towards global status

Companies like Samsung and Multitech are set to play a bigger role in an increasingly interdependent high tech world

WHEN US semiconductor manufacturers brought out the first generation of 64K DRAM (dynamic random access memory) chips it took the Koreans three years to catch up. Not until 1984 did they go into commercial production with an equivalent product.

By 1980 when Samsung brings out a 4-megabit chip, with a memory capacity four times higher than any existing chip on the market, the group reckons it will be almost "shoulder to shoulder" with its Japanese and US competitors.

Likewise when Apple, the US computer company, brought out its 6-bit Apple II model in 1978, it took the Taiwanese four years to produce an equivalent. By 1986, Multitech, Taiwan's largest computer manufacturer, was only a few months behind the US group Compaq in bringing out a 32-bit computer based on Intel's 80386 microprocessor.

This summer Multitech is planning to launch four "clones" of IBM's PS/2 personal computer, a machine launched only last year and far harder to emulate than any other PC.

There are few things so impressive in the track record of the newly industrialised countries (NICs) as their ability to absorb foreign technology. They have got hold of it through fair means and foul - through licences and royalty payments (the legal way), through copying it, stealing it or hiring foreign consultants to show them the way. They are now at the stage when they are beginning to develop their own.

Success in doing so brings the greater profits that come from designing and developing a product. It opens up new possibilities in data processing, communications and high-definition TV. For the larger East Asian companies, it also introduces the possibilities of strategic alliances with US or Japanese companies to develop new products, rather than being a second-tier partner dependent on other people's technology.

Frudent-Bache, the US securities firm says that "The pace of absorption of Japanese technology (in consumer electronics) by the Asian NICs is occurring even faster than the speed at which Japan absorbed US and European technology."

"The NICs' share of world exports of consumer electronics goods has tripled from 15 per cent in 1985 to 30 per cent in 1987."

Nevertheless the bulk of the TVs, video cassette recorders (VCRs), hi-fi sets or microwave ovens currently turned out by East Asian factories are products assembled locally but dependent on foreign supplies for key components.

The yardstick of this is that Korea depends for 80 per cent of its integrated circuits on imports (mainly Japanese). It reckons that in seven years time, even after substantial investments in semiconductor, it will have only reduced this ratio to 65 per cent.

Another way of looking at the same picture is that Samsung, the largest of the Korean electronics groups, still derives 60 per cent of its sales from OEM (original equipment manufacturing) done under contract to large

foreign groups. It is "our shame story," says Mr B.M. Park, general manager of Samsung's planning and research division.

The importance of Samsung's development of the 4-megabit chip and of Multitech's development of a PS/2 equivalent is that they are examples of both countries beginning to master the micro-circuitry design which is at the heart of innovation in electronics; and by extension in all the other sectors of industry where microelectronics are coming to have an increasingly important role.

The two examples also reflect the widely differing approaches of the two countries to the semiconductor industry.

Korea has chosen to specialise in DRAM memory chips where the capital investment is high and the potential output large. Memory chips are commodity items required in large numbers in all types of data processing and electronics equipment. Competition in memory chips is over how much greater data storage capacity can be packed on the chip through increasingly dense circuit integration.

In this sense memory chips serve as a "technology driver" in very large scale integrated (VLSI) circuit design. They were used in this way by the Japanese in attempting to reduce the early lead the US had in semiconductor technology.

By contrast Taiwan has concentrated on the design of Application Specific Integrated Circuits (ASICs) or customised chips. The immediate advantage for a country with smaller companies and less resources is that ASICs design requires much less capital - in effect only the salaries of the researchers and the computer-aided design equipment they require.

ASICs design involves taking a standard circuit pattern and modifying it or linking it with another pattern to achieve a new function.

Higher working speeds can be achieved at lower cost. In consumer electronics, ASICs can mean adding a musical alarm to a watch or increasing the number of programmes a VCR can retain in its memory. Japan has been using its superior technology to accelerate the number of new models of any one product that it brings out, thus leaving its competitors behind.

The rest of this section looks in more detail at Samsung's development of memory chips and the growth of Multitech and ASICs design in Taiwan. It is thus looking at the transfer of technology and at the role of government and private sector in it from a selective viewpoint.

If this section of the report has a moral, it is one that has already emerged in the introduction. This is that Korean and Taiwanese companies - and even more so their counterparts in Singapore or Hong Kong - can achieve a state-of-the-art technology if they focus on a specific area.

Like any other multinational, however, they lack the resources to do everything themselves. Both Samsung and Multitech will need US or Japanese partners if they are to design and develop microprocessors themselves. That sense they move from being national players to global companies in an increasingly interdependent world.



Samsung enjoys the fruits of its semiconductor initiative

IT WAS Mr Lee Byung-chull, the former chairman of Samsung who died last year, who decided that semiconductor should be the group's first priority. "I am convinced that the semiconductor industry holds the key to the future of the Korean economy," he said in 1983 at the opening of Samsung's first VLSI (very large scale integration) wafer fabrication plant at Kibehung, near Seoul.

The following year the group was producing its 64K DRAM, as the first Korean company to move into memory chip manufacturing.

Samsung was already a large diversified group with interests in textiles, sugar, hotels, insurance, chemicals, shipbuilding and consumer electronics. It had annual sales of over \$10bn.

Mr Lee had begun his business career by setting up a fruit and dried food exporting company before the war. He had one nasty brush with the authorities after President Park Chung Hee took over in the early 1960s. He was accused of illegally amassing wealth and had much of it taxed or confiscated.

But in the 1970s Samsung was back in government favour and was used by the Government to carry Korea into the chemical and metal fabrication industries - hence the establishment of Samsung Shipbuilding and Heavy Industries and Samsung Petrochemicals.

Korea's first experience of semiconductor had been in the early 1960s when large US groups like Signetics, Fairchild and Motorola began moving their assembly and packaging operations out of the US and into the Far East. The fitting of connecting wires to a semiconductor device was at that time a laborious operation that had to be done by hand and the US multinationals found they could not compete against the Japanese unless they shifted that part of the operation to countries like Hong Kong, Korea and Taiwan where labour was cheaper.

Samsung had come to semiconductor through consumer electronics. It had begun to export black and white televisions to the US in 1969. In 1974 it entered into a joint venture to produce integrated circuits for electronic watches. This gave the group its first direct experience of how many functions could be packed into a tiny chip.

It also showed how much introducing new products or new features in consumer electronics, whether watches, calculators or televisions, depended on mastering chip design.

By 1983, the obvious next step for Samsung - as indeed for the Korean conglomerates which were moving in the same direction and expanding their semiconductor activities - was to move into memory chips and thus into the 64K DRAM.

The worldwide market was potentially large because of the growth of computerised data storage. The chips are thus high volume products which to produce need highly trained operators working with intense concentration; a combination well suited to Korea's particular manufacturing skills.

The Japanese were already forcing down prices, thus squeezing out US and European competitors but leaving the door open to lower cost entrants. Above all, however, the 64K DRAM chip could be used as a "technology driver" in the sense that mastery of its design and process technology provided the ladder up to packing more functions onto a chip.

The Japanese were thus already using memory chips to catch up with the American advance in integrated circuits.

At the same time the base technology of the 64K DRAM was not difficult to acquire because it had already been in commercial production in the US for two years and American and Japanese producers were working on higher levels of integration. The technology could be either purchased through a licence (as Samsung did by acquiring a licence from Micron

technology of the US) or by reverse engineering (rebuilding chips after seeing how they worked).

Mr Lee Chong-guk, director of the Science and Technology division of the KAIST, Korea's large research organisation, says the real problem was to build a plant with a sufficiently high yield of defect-free wafers to make it commercially viable. It was in this that Samsung's real success lay.

The wafer fabrication plant was put up in six months, to the amazement of the semiconductor industry. It was used to construction times of a year and doubted in any case whether the Koreans could run it.

Samsung used every expedient available, from flying in foreign consultants to "working the skins off" its own engineers. The group thought that it was hitting the market during a boom. "We forecast a wafer production of 2m through the rest of the year. In fact it turned out to be 7m," says Mr Sung Wai Chai, director of Strategic Planning for Samsung Semiconductor and Telecommunications (SST). "That's the kind of productivity we demonstrate in Korea."

But optimism quickly turned to ashes. In 1985 semiconductor demand slumped worldwide and Samsung had to halt production of 64K DRAMs. In retrospect, the company had got into the market at the last moment and

take compared with their Japanese counterparts.

Samsung was thus able to bring out the next generation 256K DRAM memory chip in the middle of the chip industry's market cycle. It had established a US subsidiary in Santa Clara, California that was to carry much of the research to develop the 1 and 4-megabit chips.

But the cost to the balance sheet of Samsung Semiconductor and Telecommunications, the Korean subsidiary that controls Samsung's semiconductor interests, was heavy. SST's debt-equity ratio had surged from 130 per cent in 1983 to 678 per cent by mid-1987, on a total long and short-term debt of Won 688bn (\$850m).

Revenues from memory chips, which account for about half of SST's sales, had risen in 1987 to about \$163m. Even then the Koreans had been helped enormously by the US-Japanese semiconductor agreement which had raised prices in the US and meant that US industry was anxious to find an alternative supplier to the Japanese.

The Government was not going to risk putting its weight behind another high-risk, capital-intensive industry. Besides, it had tried in 1976 to secure collaboration between the major electronics groups in setting up the Korea Institute of Electronics

Every expedient has been used, from flying in foreign consultants to 'working the skins off' its own engineers

By 1986, the Government had decided to get more deeply involved in integrated circuit development. It proposed to Samsung, Hyundai, and Goldstar, the three groups with the strongest base in DRAM technology, a Japanese-style consortium to develop a 4-megabit chip in conjunction with the Government research institute, ETRI. The project was to receive \$100m over three years.

The reason for this change of heart was in part the increasing complexity of the research as the Koreans moved closer to state-of-the-art technology. But also the Government was getting worried by the amounts that Korean industry was having to pay out each year in royalties, reflecting its dependence on foreign licences.

The electronics industry accounted for a third of this, or \$148m in 1986. In addition, however, the Government was planning a national computer network costing several hundred million dollars and covering the administration, the education system, banking and finance and defence.

Korean companies would be given the lion's share of the contracts which would be using government procurement to give an enormous boost to their computer and telecommunications technology.

The joint development of the 4-megabit DRAM could thus be seen as a step in that direction. The timing provided the three groups to present sample chips to the Government in the first half of this year.

In practice, collaboration has proved difficult because the three are at varying stages of technology and their strategies are different. Samsung had developed a 1-megabit chip largely on its own and is developing the 4-megabit chip at its Silicon Valley subsidiary. Mr Choi favours a company concentrating on different products and feels the costs and technical problems that lie ahead in developing DRAM technology.

Goldstar has been putting more emphasis on ASIC design as a back-up for its consumer electronics division. It is the Korean group which brings out the largest number of new colour television models and innovative features. It feels that, with the Japanese cutting the product cycle to six months or less, it needs to concentrate on ASIC design which controls the pace of product change. Samsung is weaker in this area.

In financial terms, 1987 opened for Samsung - as it did for the other major groups - with the prospect of the yen's appreciation providing a windfall for the region's low-cost consumer electronics producers, since their national currencies had followed the US dollar down. Samsung, Goldstar and Daewoo expanded their capacities by an average 80 per cent.

Samsung's investments in electronics doubled to Won 600bn, or more than three times the investment in semiconductor. The temptations of quick cash earnings were too strong. Besides, the group was hesitating over whether to commit another \$200m to a new wafer fabrication line to produce the 1-megabit chip at Kibehung.

An engineering sample of the chip had been given a place of honour in the exhibition hall of the new Samsung Advanced Institute of Technology, the group's most ambitious research centre, that had just been opened close to Kibehung.

It had been placed on top of a huge stack that contained the 1m transistors that the tiny chip could replace. A pilot line was also in operation at Kibehung. But wafer yields - the proportion of usable silicon wafers -

were low compared with the levels achieved by the Japanese.

At the same time SST's heavy indebtedness and the true picture was probably worse because of off-balance sheet borrowings from other group subsidiaries - made further large borrowings difficult. The outlook for semiconductor demand seemed uncertain because of the prospect of a US recession.

And hanging over Samsung was a legal suit in which Texas Instruments was seeking retroactive compensation from foreign producers of memory chips for infringing its patent rights to DRAM technology. In the end Samsung agreed to pay \$65m to Texas, spreading the cost in domestic accounting terms over several years.

Brokers, however, began to forecast a downturn in Samsung's profits for 1988.

What dramatically changed the situation was the unexpected surge in demand for memory chips, and particularly the 1-megabit chip in the first quarter of this year, encouraging even US manufacturers to return to memory chip production.

Samsung hurried forward a \$50m investment programme at Kibehung, including a state-of-the-art "clean room" dust-free for integrated circuit manufacture.

The Texas Instruments case was a further factor convincing the company that it needed to sink more funds into integrated circuit research and development. It vividly brought home the cost of depending on foreign sources of technology, and the fact that, with the US concern having introduced property rights, the old East Asian "copycat" practices were no longer possible either.

"The main lesson we learnt is that we should develop our own technology," says Mr Lee Yoon-woo, manager of the Ibeung plant.

By the end of this year Samsung hopes to raise 1-megabit DRAM production to 1m a month. With a planned increase to 7m units a month by the end of 1989, it will rank as the third largest producer in the world. Toshiba of Japan is the largest.

The improved earnings outlook, and the overall reduction in Korea's foreign debt, meant Samsung was able to negotiate better terms on its outstanding foreign borrowings. It also gave the grip the confidence to announce that it would begin mass production of 4-megabit chips by the beginning of 1990.

In the long term as a high volume manufacturer of commodity chips, Samsung has certain advantages over its Japanese competitors. Its labour costs are probably fifth of Japan's. Operators are easier to recruit. "In Japan if you want to hire 100 people for this type of work, you only get 50," says Mr Lee Yoon-woo. "Here we get 1,000."

At Kibehung, the average age of the girl operators is 22. They live in dor-

Multitech's trump card is its R&D expertise

TAIWAN has no large conglomerates like Samsung. Its biggest electronics groups, Tatung, Sampo and Teeco, are a fraction of the size of their Korean counterparts.

They are far more dependent on OEM contracts and thus suffer more from the slim margins that go with them. Tatung and Sampo have both tried to establish their own TV brand names in the US but ran into considerable difficulties.

Like all Taiwanese electronics companies their domestic sales have been hit over the last two years by the sharp drop in tariffs on imported goods (duties on colour TVs have been cut by half to 25 per cent) and more recently by the appreciation of the New Taiwan dollar.

Korean groups like Goldstar and Samsung have thus been undercutting the price of Taiwanese models by 10 per cent within Taiwan. The measure of their pain is that Mr W.S. Lin, the President of Tatung, has called on his government to take anti-dumping measures against the Koreans.

But the strength of Taiwan manufacturers is less and less in standard, high volume consumer products where they are in danger of being overtaken not only by the Koreans but also by mainland China and Thailand. Over the past five years they have been quietly establishing a substantial presence in data processing and ASICs (application specific integrated circuit) chip design.

Nowhere else in Asia has the personal computer revolution span off such a frenzy of activity. Taiwan has over 100 computer manufacturers (compared with probably less than 10 in Korea) involved in anything from "clone" making to add-on graphics and communications cards, Chinese-character computer systems, software packages and the development of systems integration through multi-user workstations.

Exports of data processing goods have leapt from almost nothing in 1980 to \$3.5bn last year. Over 60 per cent of chips used in Taiwan go into data processing.

Outside Japan, Taiwan has also developed the greatest expertise in Asia to ASIC design. At the end of last year there were an astonishing 58 design houses in Taiwan. Many of these are small and are probably destined to disappear. But the figure compares with the 218 estimated to exist in the whole of Europe by Dataquest, the US market research group.

Taiwan has built up this position in part because of the emphasis put by the government Research Institute the Industrial Technology Research Insti-

tute (ITRI) and its electronics subsidiary the Electronics Research and Service Organisation (ERSO) on microelectronics and the training of engineers. It currently has 2,600 engineers doing post-graduate research.

Taiwan has also benefited from the increasing numbers of engineers, consultants and researchers travelling back and forth between Taipei and Silicon Valley, in the US, where Chinese Americans are strongly represented in the West Coast semiconductor and computer industries.

"We are in 24-hour contact with Silicon Valley," says Mr Stanley Shih, the head of Multitech.

Taiwan has also gained enormously from the multinationals, including IBM, Digital Equipment, Wang, Hewlett-Packard and Philips, which have established facilities in Taiwan. Philips is providing the technology for the new semiconductor wafer fabrication plant of Taiwan Semiconductor Manufacturing Corporation, a Government-backed joint venture in which Philips has 27 per cent holding.

The plant will be one of the most advanced in Asia, capable of making chips where the design rule has been compressed to a sub micron level. ASICs houses in Taiwan currently work at the 1.2 to 2 micron level or above.

It is not this environment that Mr Stanley Shih, of Multitech, envisage. He has become something of a symbol and unofficial spokesman for Taiwan's fast expanding computer industry. He began his electronics career designing the first hand-held calculator for the Taiwanese company Qualtron. When the company went bust, he founded Multitech 12 years ago on \$25,000 of capital raised by himself, his wife and a few friends.

Multitech, which recently changed its brand name to Acer, now has worldwide sales of \$300m, and last year expanded in the US by taking over Counterpoint, a Californian minicomputer maker.

Mr Shih does not believe that a Taiwanese group can ever hope to create an industry standard in the computer industry, as IBM or Apple have done with their personal computers. His focus is up to now has thus been on producing a range of IBM-compatible, including 16-bit and 32-bit machines, and this year the PS/2 model.

He claims they sell at a third of the cost of those of European or US competitors and operate at 30-50 per cent the speed. "That is the key issue," he says. His company won a major gesture of support last year when Texas Instruments, in an unusual reversal of the OEM rule, announced that it would man-

ufacture to the US 32-bit computers designed by Acer, to be marketed under the Texas Instruments brand name.

Acer's strength is its research and development (R&D) team. The company currently has 400 engineers, but Mr Shih plans that the number will double by 1991. Acer can thus redesign a computer from scratch to bring down its cost, improve its performance and add new features. This is what distinguishes those, like Acer, which design their own machines from those that simply assemble standardised components made by others.

Such clone makers have to buy in not only the central processing unit (CPU) that is the brains of the computer, but also the ASIC chips that drive the printer or enhance the graphics display. Acer, like them, makes use of a standard CPU. But the rest of the ASIC design is done in-house.

Mr Shih had a team working for three years in Silicon Valley to produce a 32-bit computer. He reckons that he spent \$3m to give him the ability to do it and he spent a further \$1m on development.

His engineers say that IBM's PS/2 has proved a much more difficult proposition because of the problems of avoiding infringing IBM's intellectual property right when reproducing the "microchannel" by which the machine communicates with peripherals (display screen, printer, etc.).

Taiwan's emphasis on an ASIC design capacity has been pushed by ITRI which sees digital technology as being the common language of data processing, consumer electronics and telecommunications.

Dr Fu Ding-lun, executive vice-president of ITRI believes that a mastery of ASIC design can give Taiwanese firms a competitive edge against the large-volume Korean producers, because they will be able to bring in newer products faster. "In putting an emphasis on ASICs," he says, "we have the advantage of being able to get in at the early stage of the product cycle."

ITRI sees its work as transferring new core technologies to industry and helping it both with trained manpower and to develop new products.

One of its most successful ventures was helping to set up United Microelectronics. Now a largely private company, it was established with government funds and a pool of ITRI engineers. It designs chips for toys, telephones, watches and calculators and operates its own wafer fabrication plant. Sales have surged from \$27m in 1984 to about \$100m last year.

ITRI releases about 300 engineers a year to join private sector companies. "We conceive that as part

of our contribution to industry," says Dr Fu. "We like a good turnover."

ITRI's most ambitious undertaking, however, is the setting up of Taiwan Semiconductor Manufacturing Corp. in conjunction with Philips. After a pilot wafer fabrication plant costing some \$50m, TSMC is now building a new plant at a cost of \$220m. This will be able to work at sub-micron technology, and the purpose is to give both local ASIC design houses and Taiwan based multinationals their own in-house "printing press" for high density integrated circuits.

With the purchase of Counterpoint, the Silicon Valley minicomputer company, Mr Shih is pushing Acer beyond computer manufacture into systems integration, thus providing combined data processing and communications services through workstations accessible to many users.

For the moment he wants Acer to digest its Counterpoint purchase. But he sees further expansion as providing the company with the ability to make its own microprocessor, possibly through the purchase of a Californian start up company.

He also believes he will need a partnership with a US software company. In the meantime, he intends this year, or next to set up an R&D centre in San Jose where the company closer contact with the age of 16 and it derives a third of its sales in a competition to



Mr Stanley Shih, head of Multitech: In 24-hour contact with Silicon Valley

multities on the site, work a three-shift system so that the plant is in continuous operation, and stay with the company for four or five years.

In terms of IC technology, Samsung and Korea's ambition stretch much further. On their own assessment, they are now approaching a "leading edge" position in memory technology but are at a "latent stage" in other areas of IC design, including ASICs.

They currently import 80 per cent of the chips they use in consumer electronics, data processing and other industries requiring microprocessors. This proportion will only drop to 65 per cent by 1995.

It is this continuing and large dependence that makes men like Mr Kim Jung-sook, Executive Director of Goldstar, a semiconductor research laboratory take a gloomy view of Korea's technology capabilities.

"We are in the primary school stage in semiconductor technology compared with the US, Europe and Japan," he says. "People over-rate our capabilities. We have a long way to go. We are 30 years behind Japan."

On the official assessment, Korea will nonetheless have a design capability in most areas by 1995, and is among the world leaders in process technology.

But the Koreans also know that to get that far, they cannot do it entirely on their own. They have neither the resources nor the research manpower. To develop 16-bit or 32-bit microprocessors, they will need to go into partnership with another Japanese, US or European producer. Mastering DRAM technology gives them the cards to enter this game. But like the other players, they will also be dependent on strategic alliances to complement their own strength.

The obvious next step was a move into memory chips

At Kibehung, the average age of the girl operators is 22. They live in dor-

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LABOUR

Workers begin to test their strength

A period of turbulent industrial relations has arrived, but will not necessarily dent manufacturing competitiveness

THE ERA when East Asia could count on industrial peace is over. Labour is better organised, more assertive and increasingly prepared to test its strength through industrial action.

But it is by no means certain that a more turbulent period of industrial relations will bring in its wake a loss of competitiveness.

The strikes and stoppages that have occurred over the last year in Korea and Taiwan most widely in Korea, reflect what Mr Park, a labour specialist at the Korean Development Institute calls the feeling that "a significant proportion of the population did not share in the economic miracle."

They also bear witness to a hostility to authoritarian management among factory workers. This has a political counterpart in opposition to authoritarianism in government.

"After martial law was lifted (in July 1987), the people's mentality began to change," says Mr Wang Chung-ping, chairman of the central committee of the newly formed Taiwanese Labour Party. "Workers were no longer ready to accept the paternalistic approach of management. They were prepared to fight it."

In Korea, the number of labour disputes surged from a recent peak of 400 in 1980 to over 3,500 in the turbulent months of July-October 1987, when strikes spread like brush fire through Korean industry.

Union membership increased by a third to 1.3m, and the type of membership also changed as workers shifted from the government-supported official unions to the new independent unions that were being set up.

In Taiwan, where strikes had been banned until last year, there were a wave of stoppages earlier this year involving companies such as Yue Long, the car manufacturer, Tatung, the electronics group, Hualon, the textile company and Asia Cement. Most significant of all was the formation last year of a Labour Party committed to arousing workers' self awareness and establishing independent unions. Mr Wang says, "changes are happening that are unimaginable a year or two ago."

The question now is whether a more powerful union movement will fit smoothly into a more open system of industrial relations, or whether it will bring with it some of the disruption that has occurred in the West.

President Roh Tae Woo seemed to hint last year that the former was possible when he said that the labour conflicts were an "inevitable phenomenon that we must go through in the process of development."

The Government's hope is that, as in Japan, a period of confrontation will be followed by long years of industrial peace. But quiescent Japanese-style company unions are probably wishful thinking - in Korea at least.

The absence of industrial action in recent years makes it easy to forget that East Asia has had an earlier period of more turbulent industrial relations. Shanghai was rocked by bitterly fought strikes in the pre-war years, particularly during the struggles between the Kuomintang and the Communists.

In the Singapore in which Mr Lee Kuan Yew climbed to power in the 1960s, unions were an extension of politics, and strikes a political weapon. Political battles were also fought through unions in Hong Kong in the 1950s during the Cultural Revolution.

In Korea, it was labour troubles in 1962 and 1980 that provided the excuses for Presidents Park Chung Hee and Chun Doo Hwan to impose martial law. Taiwan also regarded labour agitation as synonymous with political opposition, as reflected by an administrative hierarchy that put the department of labour affairs under the Ministry of Interior.

"Until a year ago we had no strikes," says Mr Hsu Shyus-tao, the deputy director of the new Council for Labour Affairs. "Workers had gone on strike, they would have been punished under the law. But they did not go on strike."

Authoritarian management went hand in hand with authoritarian government. Hyundai, at origin a construction company which went into shipbuilding and car manufacture, has imposed on its labour force tough military-like discipline. Companies like Samsung in Korea and Tatung in Taiwan have cloaked their top-down style of management in the language of Confucian paternalism.

Tatung's corporate philosophy emphasises the unity of "management and labour" in the "big family of work." Samsung still does not allow unions but spends heavily on welfare to keep its employees happy.

Of late an increasing number of

Both sides lack skill in negotiations

companies have been breaking out of this model. One of the earliest was China Steel, where Mr Y.T. Chao, the former president, recruited a young educated workforce that was divided into small teams which were encouraged, Japanese-style, to compete with each other in increasing productivity. POSCO, the state-owned Korea steel company has been run in a similar manner.

Foreign multinationals have also often taken the lead in giving more responsibility to shopfloor workers, as part of a global industrial relations policy. Ford in Taiwan has 94 per cent of its workforce involved in "quality circles" and claims that they are among the best educated of its workers elsewhere.

High technology companies have also tended to be innovative. Multi-tech, the computer group, has a share

of 10 per cent in the company. Mr Rhee, who heads the company's trading subsidiary in the UK, gets into his London office at 7.30 each morning. He expects to work a 13 to 14-hour day while posted in Britain, compared with the 12-hour day he normally does in Seoul.

He leaves his home in Kingston, where many South Koreans live, at 6.45 am and returns just before 9 pm, except on the evenings he is entertaining. He says good-bourneously that he cannot ask his staff to work the same long hours, but he "expects them to have a similar attitude towards their job."

His twelve Korean executives, nevertheless, have to be in their offices by eight - the time change means that telephone conversations with Seoul have to take place early in the day. He is more lenient with his European staff, who are required to arrive by nine o'clock.

Mr Rhee is one of the growing numbers of Koreans in Europe who reflect the rapid build-up of exports to the EC. He arrived more than three years ago when Samsung Company, the group's trading arm, was making losses on its British operations. In that period Korean trade with Europe has more than doubled.

Fluent English speaking, and with that directness that distinguishes Koreans from Japanese, Mr Rhee has had an unusual career for a senior executive with a major Korean group. He joined Samsung after being recruited from the Korea Exchange Bank, one of the main commercial banks, where he had risen to be deputy general manager. He complains that at that level of seniority, a banking job becomes less interesting because all the major decisions are taken by the Ministry of Finance.

He was recruited by a long time friend - "there are no head-hunters" in Korea, he says - whom he had known when both were at Seoul National University. The university, the most famous in Korea, takes the brightest of the nation's high school students.

Mr Rhee was the only one to be admitted from his high school some



participation scheme for employees and is bringing in flexible manufacturing techniques that demand more individual responsibility.

As against these pioneers, Korea, Taiwan, Hong Kong and Singapore have plenty of smaller and medium-sized companies where a 12-hour day is common, workers are ill-treated and ill-paid, and the only authority is that of the employer (see accompanying article).

The emergence of a more assertive labour movement in Korea and Taiwan has brought unions, management and government face to face with new problems. Because government intervention in labour disputes, management and unions have no real experience of collective bargaining.

"The Government's tough approach over labour problems, deprived employers and workers of the opportunity to talk about the issues before them. Thus both sides lack skill in negotiations," says Dr Park Se-il of Seoul National University.

But already a different mood is beginning to emerge. "I don't say that the hierarchical atmosphere has disappeared but there is a change," says Dr Park, who worries whether it will take roots sufficiently among smaller companies.

Mr Wang Chung-ping of the Taiwanese Labour Party says that he was struck by a different mood in newspapers during the disputes earlier this year urge managements to be more generous and to change their attitudes. The newly-formed Council for Labour Affairs notes the change by pointing to the 293 collective agreements which by February had been signed in industry. These were mainly among medium-size and larger companies, and were previously virtually unknown.

Labour, management and government are thus being forced to rethink their roles. Labour's focus has been on union representation and on pay. It wants to obtain unions that are more independent and representative, and thus in a stronger position to negotiate with management.

In Korea, the official union movement gathered under the umbrella of the Federation of Korean Trade Unions lost credibility with the workers last year when it supported President Chun in his opposition to democratic elections and when it took a back seat during labour strikes.

Until this year Korean regulations made it difficult for independent unions to get recognition. Recent changes in the law still only permit one union to be formed in each company. But unions now have more freedom to affiliate to the federation of their choice.

In Taiwan, changes in the law have gone further, allowing employees to be represented by a company or a national union.

Notwithstanding the recent upsurge in the number of disputes, unions are wary of pushing their demands to strike action, because of the risk of confrontation with the authorities during a politically delicate period.

Mr Wang Yi-hsiung, the chairman of the Labour Party and its one representative in the Legislature says: "My attitude is to encourage workers to negotiate and not to strike. Labour needs to organise itself better. With better organisation it will have more power in negotiations."

In pressing their substantial pay demands, workers are in a relatively strong position. Unemployment is low and the demand for labour is still high. Even during the years 1982 to

1985, when the Government was trying to curb wage increases, industrial workers in Korea won hefty annual average rises of around 7 per cent in real terms, because labour demand remained strong.

As a result of last year's strikes they obtained an average 17 per cent in nominal terms, with some larger companies paying as much as 22 per cent.

Korean companies have so far suffered no loss of competitiveness from these large increases, because they have obtained largely offsetting gains in productivity and because of the continuing depreciation of the won.

In fact Korean labour costs in dollar terms actually declined between 1980 and 1985, falling 20 per cent over the five year period. In Taiwan, equally, unit labour costs by mid-1987 in dollar terms had returned to levels they had been seven years previously.

Employers now know that currency appreciation will help to push up labour costs as measured in dollars. What they fear is union-negotiated, across-the-board, national wage increases that fail to take account of the different circumstances of different sectors and companies. Hence in part the Korean Government's insistence on company-level unions that give management more flexibility.

Mr Lee Kuan Yew has been arguing a similar case in Singapore. "Unless we have wage scales with a variable component," he says, "and less in-built yearly increments, (another) recession will result in sizeable retrenchments."

Companies in Korea already have the "variable component" in that a larger proportion of wages are paid out in overtime or bonuses. In Korea 30 per cent of earnings are accounted for by bonuses or overtime.

Hard life for a casualty of last summer's strikes

INCHON is one of those industrial towns where you see the underside of the Korean "economic miracle". It spreads westwards from Seoul across a horizon of belching smokestacks, blackened workshops and tightly packed homes.

Mr Kim was dismissed from his job in a local factory making metal containers after taking part in a strike in August. He came to the Urban Industrial Mission, one of the Christian groups campaigning for an improvement in working conditions, to tell his story. The facts are impossible to check. But his account reflects some of the bitterness that currently sours industrial relations in South Korea.

Now 24 years old, he had joined the company 18 months before because he had heard that it paid better wages than similar local firms. The working day began at 8.30 in the morning and lasted till 10 pm, with a one hour break for lunch and a further 30 minutes for supper. On Saturdays he worked an 8 to 10-hour day and normally went in every other Sunday.

The company had about 300 employees. Mr Kim wore earplugs because the noise was so great. He also wore a protective face shield, but many people suffered from eye diseases. Overtime was compulsory and the company fixed the length of the working day. He earned a basic wage of Won 4,700 (\$8.50) for an 8-hour day.

The first attempt to set up a union was in March last year but the company thwarted it by threatening

and dismissing the workers involved. In July, when unions were springing up in other companies as a result of the summer strikes, the company created a union of its own. But Mr Kim says this was not representative. In August, the workers decided to form a "democratic" trade union and put its demands before the management.

These included a Won 1,500 a day pay increase, an increase in bonus payments, higher allowances for workers with large families, an end to productivity bonuses as being unfairly awarded and the disbandment of the "yellow" company union.

Mr Kim said the increase in the basic wage was the most important demand, because the existing wage was "barely enough to live on."

When the company refused these demands, most of the workers went on strike. The company tried to get them back to work by warning the families that the strikers' lives were in danger if they continued with their action. At the end of 10 days the management conceded a Won 400 a day basic pay rise and made concessions on some of the other points. The company also pledged not to take action against workers who had gone on strike.

Despite the company's pledges, Mr Kim was the fifth worker to be. He had first been asked to resign. He believed that his name had since been put on a "black list" of 1,652 workers in Inchon, circulated among local companies as people not to employ.

educating management in personnel relations.

Governments have also been changing their policies to meet the new circumstances. Taiwan has transferred responsibility for labour affairs to the new Council, which is likely soon to be given ministerial status. Both Taiwan and Korea have revised their labour laws. Korea has also this year introduced a minimum wage, judged insufficient by the unions but intended as the beginning of a wider welfare programme.

For industries facing difficulties, like textiles, garments and footwear, the minimum wage has been fixed at Won 110,000 (\$140) a month. While for the electronics, machinery and transportation industries it has been put higher at Won 127,000.

Two factors at least favour a smooth transition to a more unionised workforce without the disruptive confrontations that could jeopardise economic growth.

The structure of industry is changing, with the information and electronics sectors gaining in importance over traditional industries like steel, shipbuilding, and metal fabrication. This is a change that discourages large scale union organisation. At the same time the level of education in the workforce is rising and workers increasingly see themselves as middle-class.

In addition, after years of spartan living, Koreans and Taiwanese are becoming increasingly consumer oriented. They see a wider range of goods in the shops and they want more money with which to buy them. They seem unlikely to institute major disruptive strikes and throw up this chance of improving their living standards.

But the upward pressure on wages is also forcing employers to invest more heavily in automation to achieve higher productivity and thus offset rising wage costs. In this sense wage increases are having the beneficial effect of accelerating structural changes.

Mr Lee Kuan Yew used high wages as a deliberate instrument of policy in the early 1960s to force industry to upgrade its technology. But his experiment came unstuck, in part because the workforce had been insufficiently trained to make such

Taiwan unions are wary of going on strike

an abrupt transition possible.

Many managements around the region were badly caught off balance by the militant stance of labour. For example, Taiwan's largest company, found that the workforce rejected the complete list of company supported candidates in a union election. Hyundai of Korea had production at its car division crippled because it had left itself vulnerable to a shut down through a handful of component suppliers going on strike.

It has been reorganising component supplies over the last year to prevent a repetition.

Many medium and smaller companies are also uncertain how to handle industrial relations in such a changed environment. In both Korea and Taiwan, however, projects for new management institutes aimed at

improving management in personnel relations.

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A good day's work in far off Britain

MR YOUNG-CHULL Rhee, head of the Samsung group's trading subsidiary in the UK, gets into his London office at 7.30 each morning. He expects to work a 13 to 14-hour day while posted in Britain, compared with the 12-hour day he normally does in Seoul.

He leaves his home in Kingston, where many South Koreans live, at 6.45 am and returns just before 9 pm, except on the evenings he is entertaining. He says good-bourneously that he cannot ask his staff to work the same long hours, but he "expects them to have a similar attitude towards their job."

His twelve Korean executives, nevertheless, have to be in their offices by eight - the time change means that telephone conversations with Seoul have to take place early in the day. He is more lenient with his European staff, who are required to arrive by nine o'clock.

Mr Rhee is one of the growing numbers of Koreans in Europe who reflect the rapid build-up of exports to the EC. He arrived more than three years ago when Samsung Company, the group's trading arm, was making losses on its British operations. In that period Korean trade with Europe has more than doubled.

Fluent English speaking, and with that directness that distinguishes Koreans from Japanese, Mr Rhee has had an unusual career for a senior executive with a major Korean group. He joined Samsung after being recruited from the Korea Exchange Bank, one of the main commercial banks, where he had risen to be deputy general manager. He complains that at that level of seniority, a banking job becomes less interesting because all the major decisions are taken by the Ministry of Finance.

He was recruited by a long time friend - "there are no head-hunters" in Korea, he says - whom he had known when both were at Seoul National University. The university, the most famous in Korea, takes the brightest of the nation's high school students.

Mr Rhee was the only one to be admitted from his high school some

50 miles from Pusan.

When Samsung approached Mr Rhee in 1980, it was suffering like other major Korean groups, from the credit squeeze that the Government had brought in to curb the inflation due to the overheating of the economy in the late 1970s.

"They had to find good, reliable, cheap sources of money," says Mr Rhee, who adds that at that time Samsung had no director "with training and experience in international finance." It also needed someone to co-ordinate the foreign exchange operations because of the growing volatility of exchange movements.

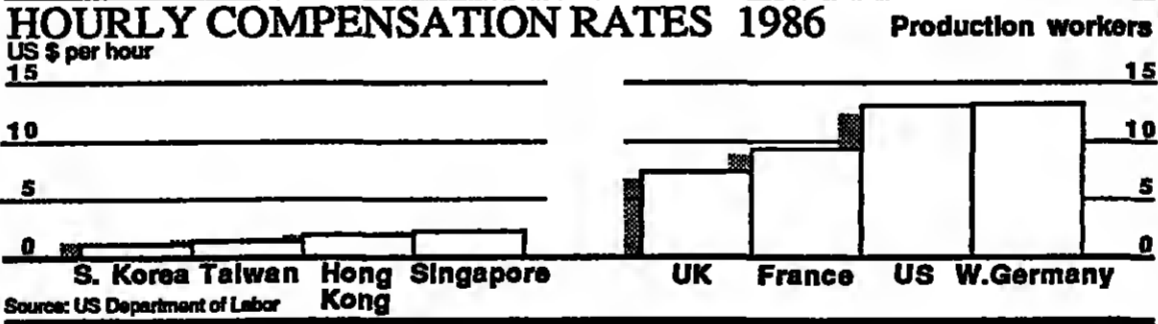
Trained as a professional manager, and with a background in finance and international business, he thus had the qualifications for the job. He entered the group with a brief "to build up the international side."

Of the major Korean companies, Mr Rhee says that his preference had always been for Samsung, because it is the most professionally run and there is a lot of decentralisation. Contrasting the family control of most of the other companies, he says Samsung is the one "where an executive with no personal ties to the chairman can have a meaningful job to do."

Under Samsung's management system, the performance of the 500 senior executives - the "directors" - is carefully monitored by the chairman's office, which is expected to send him a personal report every six months. There are also meetings on a regular basis depending on their seniority. The presidents of group subsidiaries gather with the chairman for lunch once a week. A newly appointed director might expect to lunch with the chairman twice a year.

Mr Rhee was appointed a "senior director" early this year. This opens up the possibility of his being named to run the new European regional office that Samsung Company is likely to establish this year, or of a senior position in Seoul.

He leaves little doubt that in career terms his preference would be to return. "A senior director should be in his company's head office, rather than in a remote post," he says.



Results of company loyalty

MR PARK YONG-ROK lives in one of those large apartment blocks that rise out of the Korean landscape like military barracks. During the winter months, cushions and covers are spread out across the heated floor of his two-room flat, in the traditional style of a Korean house.

With his wife and three sons, now aged 18, 17 and 15, he moved into the apartment six years ago, taking out a Won 50 million government loan which is repayable over 20 years.

Wage increases over the period have much reduced the burden of repayment so that the Won 50,000 monthly instalment now absorbs only six per cent of his Won 500,000-a-month salary.

Mr Park has lived all his life in Suwon, a fast growing industrial town about an hour's train ride to the south east of Seoul. When he was seven the North Korean army swept through the town in its thrust south at the beginning of the Korean War. He has no memory of the invasion, though he has heard people talk about it.

Unlike most Koreans, who have a reputation for switching jobs, he has worked in the same spinning factory all his working life. He began on a salary of Won 4,000 a month and is now a foreman in charge of six other men. He says he does not expect any further promotion. "I don't have any great ambitions," he explains, and "I know my limits."

With thick dark hair, broad forehead and narrow eyes, he looks much younger than his 43 years. Beside his wife, a large woman bursting with good humour, he is sparing in his replies.

Last year his salary rose by 20 per cent, as a result of the regular annual increase and an additional increase won during the summer strikes. But

he says that with all the expenses of three children growing up, he manages to save very little. "We are a bit more squeezed than before." He adds, nonetheless, that "compared with ten years ago we are much better off than we were."

Because of this squeeze, he would prefer to work longer and to earn more, rather than have more days off and longer holidays. He works a six-day week for 10 hours a day, two hours of this being paid overtime. He says the factory is too busy for him ever to take a summer holiday.

Of his three sons, two are in high school with the probability of the eldest going on to university. The third son has been a little mentally retarded from birth. Clothing them, feeding them, providing them with pocket money and paying the nominal school tuition fees absorbs over Won 100,000 a month.

Though the flat is small, it is comfortably furnished. The cushions and covers that are spread on the floor can be tucked away in a large black, moth-eaten-pearl-inlaid cupboard which dominates the main living room. There is a television and video, both also paid for on credit, and other mother-of-pearl ornaments on shelves.

Despite the barracks-like appearance of the building, there is a friendly atmosphere. Most of the tenants seem to know each other. Mrs Park says that there is a neighbourhood association and that the wives are on "very good terms."

She gave up her job in an office after their first child arrived. At that time they rented an seven smaller apartment, having spent the first years of their married life living with their parents.

When the children were smaller, Mrs Park says, it was she who used to help them with their homework. Now it is too difficult for her and all she can do, she adds laughingly, is to try and make them work harder.

Her ambition, if there was a little more money, would be to move into a larger flat. That would have precedence over buying a car or a small pick-up truck.

Mr Park has his eye more on the pick-up truck, because when he retires in ten years time, as he will have to when he reaches 55, he would like to return to farming.

Since the labour disputes in the summer, the atmosphere has changed at the factory, he says. "It is much more democratic. The management is less authoritarian and more concerned with the welfare of the employees. We also get a longer break during the day."

Jobs have been replaced by the introduction of more automated machinery, he says, but nobody has been forced to leave because output has also expanded.

In past elections, Mr Park has tended to vote for opposition candidates. But in the presidential election, he voted for Mr Roh Tae Woo, as representing what he calls "a chance for stability."

Mr Park fears that Korea is becoming too Westernised, with a rising divorce rate. But he favours the Korean market being opened up to more foreign imports because he believes the quality of Korean products will improve through greater competition.

Boom fails to help Taiwan's have-nots

EVEN BY Taiwan standards, the boom of the last two years has been exceptional. But Mr F.P. Ou, a good-bourneous former sales technician for a Japanese paint manufacturer, feels that the good times have passed him by.

When he looks round at the low pay and long working hours of many of his friends and relatives who do not have much hope that conditions will improve.

Married with two children, Mr Ou lives at Chungli, a new industrial town built beyond Taipei's international airport to attract export-oriented firms dependent on fast transport.

Like many of Taiwan's cities, it looks like a transit camp - a ramshackle mixture of factory sites and cheap housing that reflect Taiwan's former uncertainty about its economic future.

Mr Ou and his family live in a simply furnished three-roomed flat in a street where the other side has been left as a virtual rubbish dump.

Mr Ou's present situation is a curious one reflecting the abrupt changes that have been brought about by currency shifts. As the after sales technician for Nippon Paint, he has a good and moderately well paid job with a salary of NT\$ 20,000 a month.

Nippon sells industrial paints for use on containers, and Mr Ou is expected to provide a round-the-clock service for customers needing advice. He has no fixed annual leave, but since the rise of the yen in 1985, Nippon's sales have slumped so that Mr Ou says that effectively he has had 10 months off in the last year.

Though he has continued to draw his salary, he has had no pay increase or bonus for two years.

He would like to leave and dreams of starting his own business. But with a family to keep and rent to pay, he does not dare take the plunge. For the moment other jobs that he might be offered would be unlikely to pay more and the hours would be much longer.

His own family comes from Kaos-

chung in the warm south of the island. He does not like Chungli because the "weather is humid and the schooling facilities for children are poor."

Mr Ou has a two-year-old daughter and a ten-month-old son.

He pays NT\$ 3,500 in rent for his flat, which is part of a block owned by an investor who also has hotels and property in Taipei.

In the main room, there are three chairs and a sofa, an old TV set, no video recorder and few ornaments. Unlike many other flats in the same building, the Ou's do not have a family shrine in their living room.

Children's toys lie scattered on the floor and dinner plates are stacked ready for washing up. Mrs Ou stopped working on getting married - she had a job as a clerk in a lawyer's office - and stays in the background while her husband does the talking.

Now 34, Mr Ou left school at 19 hoping to get a job on a ship. He ended up instead repairing containers - which provided the link to his present job where he has been for just over four years.

A quiet, softly spoken man who was initially reticent to express his views, Mr Ou believes that statistics of Taiwan's rising national wealth give a misleading picture of how most workers actually live. "The owners have made the profits," he says. "We have not enjoyed much of the benefit."

In companies where his friends work, management push employees to the maximum. "In very large firms, perhaps things will change," he says. "But in small companies, I don't see this happening. And Taiwan has a large number of small companies."

Sceptical of the real significance of the lifting of martial law in 1987, he thinks the most far reaching change introduced by the Government was in allowing Taiwanese to visit their relatives on the mainland.

"That was an important move," he says, adding that he would like to see a further improvement in relations with mainland China.

ASIA'S PACIFIC RIM

HYUNDAI The newcomer goes into overdrive

By 1990 the Korean car industry is likely to be turning out 1.4m vehicles annually, a fivefold increase over production in 1985

THE WORLD car industry does not welcome newcomers. Over recent years, once famous groups have been broken up or disappeared like British Leyland, Simca of France or American Motors. But since the Japanese first attacked the US market in the 1960s, there have been few new global competitors.

Circumstances have admittedly not been favourable. Production of cars in the industrialised countries has stagnated. The US, Japan and Europe could face an excess capacity of 6m units a year by 1990.

One of the few new entrants to brave this cold climate has been Hyundai Motors of South Korea. While other car makers have suffered from sagging sales, Hyundai has raised production tenfold to almost 750,000 cars annually in the last six years.

Like the Japanese car manufacturers it has also attacked the US market in its search for global status. But it has done so with better quality cars than Nissan or Toyota exported in the early 1980s and built up market share far more rapidly.

Mr William Overholt, a senior economist with Bankers Trust recalls that "Nissan was so ashamed of the first car that it exported to the US that it called it a Datsun. It was technologically far behind US vehicles. It did not even have the power to function on the freeways. The heat from the engine went into the car."

By contrast, in 1986 Hyundai achieved record first year sales for a foreign company in the US, as it had done in Canada two years earlier. Like the Japanese car makers in the 1960s, Hyundai is now benefiting from the growth of a mass car market in Korea. Car sales at home are currently rising at an annual average rate of 25 per cent compared with the 30 per cent at which car sales in Japan climbed after the Tokyo Olympics of 1964.

Hyundai's export success and the rapidly growing domestic market have spurred Korea's two other car makers, Daewoo and Kia, to accelerate their expansion plans. Their combined production has jumped from under 50,000 two years ago to 252,000 last year.

By 1990 the Korean car industry is likely to be turning out 1.4m vehicles a year, a more than fivefold increase on 1985 output.

This section is not a portrait of Hyundai. It is an account of how a developing country's car manufacturer entered the world market, and of the problems that it now faces.

Though Hyundai's success has drawn heavily on Japan's experience, the Korean manufacturer is a much more family-dominated and risk-taking conglomerate than were its Japanese predecessors. Until his retirement last year, it was presided over by the towering figure of 72-year-old Mr Chung Ju Yung, who still exerts a powerful influence on the company. Seven of his sons and two brothers hold important posts in the company, including Mr Chung Se Yung who now heads the motor group.

Mr Max Jamieson, the American responsible for Hyundai's marketing in the US, puts Mr Chung Ju Yung on the level of the "Firestones and the Fords" in his capacity to think and plan on a large scale. In Korea, he has become something of a popular myth as a self-made man who still lives a simple life. But as a manager he is remembered as an autocrat.

The style of the Hyundai group is that of its founder. It plunges into new activities with the abruptness of a buffalo charge. It turned up as an unknown construction company in the Middle East, after the first oil shock, to emerge as one of the world's largest construction companies.

It pushed its way into electronics by purchasing a US company in California, but ran into such a battery of problems that it was soon forced to sell. It always manages, like most of the Korean *chaebol* (conglomerates), to keep at least one "cash cow" in existence to buttress other activities that might be in difficulty. At the moment, in a group that has total sales of about \$1.6bn, Hyundai Motors, the car company, is the "cash cow",

while shipbuilding and construction barely break even.

The decision by Hyundai to try and break into the US market with a newer version of its low-cost, sub-compact Pony car was finalised in 1981/82. The circumstances could not have been less propitious. The car company, which had been set up in 1974, had experienced three years of running up massive losses. The shipbuilding yards were banking after work. Only the construction arm, benefitting from the rise in Middle East oil revenues, was handsomely in profit.

Worldwide the car industry was also suffering from a slump. US car production had dropped below 8m in 1983 and Europe was still in a trough.

Anybody visiting Hyundai's plants at Ulsan on Korea's south-east coast in the three years saw a company in which ambitions far outstretched order-books.

"We are leaders now because we took decisions to invest when we were making losses," says Mr S.W. Chon, executive vice-president of Hyundai Motors. "As the equipment manufacturers had no work, we got much of the machinery at half price. We particularly bought from Japan, prices were so low."

In retrospect there were other factors that justified the risk that Hyundai took. The 2.3m ceiling imposed in 1983 on Japanese car imports into the US pushed Japanese makers towards exporting higher-priced cars with more value-added, therefore leaving an opening for a new entrant. According to Mr Jamieson, the ceiling also helped Hyundai by raising the price in the US of sub-compact cars by 25 per cent over two years.

At the same time the Korean Government had intervened to reduce excess capacity in the country's car industry. Of the three manufacturers then in business it ordered Kia to quit car construction, a decision not reversed until 1984.

With equal high-handedness, it told Mr Chung Ju Yung of Hyundai and Mr Kim Woo Chong, chairman of Daewoo, that their rivalry in the automobile and power equipment industries was counterproductive. They were asked to choose the sector on which they would focus. Mr Chung chose car making.

That meant that in financing his investments he could count on the Government, acting through the banking system, to steer his way the

per cent stake in Hyundai Motors which it later raised to 15 per cent.

Hyundai began its attack on the North American market by a trial run in Canada. The choice had obvious attractions. Mr J.B. Lee, deputy general manager, says that Hyundai's research had uncovered in 1984 a potential US\$2,000 to \$3,000 gap between the price at which Hyundai could sell and that of its nearest competitor. Canadian prices for sub-compact cars had been pushed up by restrictions on Japanese imports.

Besides Canadian standards on exhaust control and safety were less stringent than those in the US. Hyundai thought it would sell in the first year between 5,000 and 10,000 cars, which was the level then being reached by Mazda, Subaru and Volkswagen. Instead it sold 50,000 cars in 1984 and 80,000 the following year. By that time other car makers had adjusted their prices and Hyundai's sales fell back to 80,000. But the unexpected scale of its success had removed any remaining doubts Hyundai had about tackling the US market.

Mr Jamieson had been watching Hyundai's experience in Canada with "much curiosity," as he now puts it. He had been with Toyota in the US for 15 years before he was approached by "headhunters" hired by Hyundai to take charge of the Korean company's US marketing operation. He visited Hyundai's plant at Ulsan for the first time in November 1984 and came back "confident that nothing could hold back this company."

Mr Jamieson brought with him from Toyota two firmly held convictions. The first was that what accounted for the Japanese breakthrough in the US market in the late 1970s had been quality. He thus argued for a host of small changes, to improve the trimmings and performance of the cars on the grounds that for the Excel quality and price were the key factors, "but in that order."

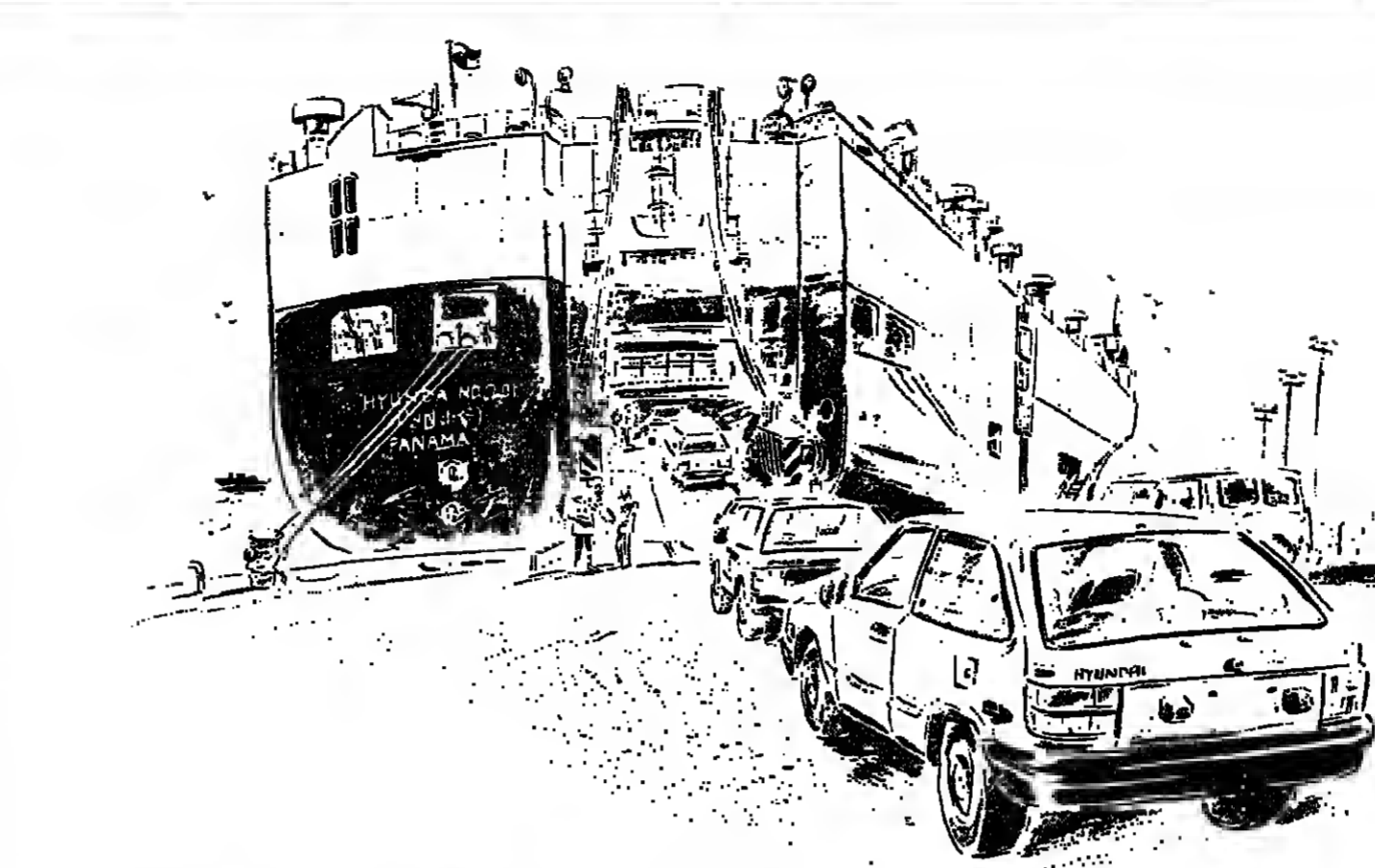
His second conviction was that the car should be given a high profile by being distributed exclusively through salesrooms that handled only Hyundai.

The strategy of a distributor network with a small number of high volume dealers, each with the resources to make a substantial investment in facilities, servicing and training, proved successful. Each dealer spent on average a hefty \$2.7m on equipment and facilities, with three-quarters of them building new display rooms.

In 1985, Hyundai had set its sights on first year sales of 100,000, "which many leading analysts told us could not be done," says Mr Jamieson. That year Hyundai's US sales totalled 168,000 - thus setting a record for first year car imports into America. With its cars retailing at between \$5,000 and \$7,000, it uncovered a new market among former second-hand car buyers, young wives and college graduates.

By the end of last year, car output by the company had climbed to 700,000, of which exports were 73 per cent compared with only 40 per cent four years before.

But Hyundai's success had brought with it both increased competition and other problems. US car manufacturers responded to the challenge in the low-end of the car market by extending their global car making operations to Korea. They turned to Hyundai's rivals to build for them low-cost cars that would compete with the Excel.



A company tie that binds union and management

A HYUNDAI employee who is surprisingly confident that last summer's turbulent strikes will not set a pattern of labour unrest at the Ulsan-based car plant is the head of car workers' union.

"We do not want recurrent strikes and disputes," says Mr Young Bok-lee, president of Hyundai Motor Workers' Union. He predicts that while it took Japan ten years to establish industrial peace after a period of bitter confrontation between labour and management, Korea will get to the same stage in three years.

Mr Young is one of the new, Japanese-style union leaders on whom authoritarian management like Hyundai's are counting on to prevent a repetition of last year's strikes and to restore labour discipline. He has the tough, military good looks of a soldier and was once a corporal with the Korean forces in Vietnam.

As the head of the official company union, he works out of a large, gleamingly furnished office close to the plant's main gate. His authority was brushed aside by the independent unions that sprang up last summer and which called for pay rises of 30 per cent, an amount Mr Young considered excessive.

He defines the union's aims in terms which are no different from those of the management, "The goal of the workers is to catch up and overtake the Japanese," he says. "Already we are making

inroads into their share of world markets."

He believes that Hyundai needs to automate further to expand exports, and hence eventually, jobs. But he accepts that in the meantime there may have to be cuts in the size of the workforce. "If automation brings some temporary difficulties in terms of job losses, we can accept these until we catch up with the Japanese," he argues.

Prior to the 1987 strikes, Hyundai had refused to recognise a union. The only form of worker representation had been through a company-organised labour representation council, of which Mr Young was the chairman over the previous four years. He had also been a member of the semi-official Federation of Korean Metal Workers which lost credibility with the workers after endorsing former President Chun Doo Hwan's initial refusal to proceed with more democratic reforms.

Apart from pay, one of the major demands of the Hyundai workers was for more democratic union representation. Hyundai instead set up its own company union on July 25 and Mr Young was "elected" President. Some of the more militant, independent union leaders were arrested, though Mr Young says he knows nothing of this.

He claims that the real situation at the plant during the strikes was much less serious than portrayed in the Western press. Company officials declined to arrange a meeting with Mr Young on

the grounds that he did not want to see Western journalists because of the reports that appeared at the time. The conversation with him in his office therefore took place without prior appointment.

Under Korea's new labour laws, there can be no more than one union in each company. The Hyundai Motor Workers' Union is as a result the only one officially recognised by the company.

Mr Young sees his immediate task as encouraging an understanding of trade union membership rather than fostering "sabotage and strikes." The union will initiate collective bargaining with the management over the terms of an employment contract. Up to now the management has determined these single-handedly.

Within the framework of these negotiations, Mr Young plans to seek a reduction in Saturday working. Hyundai car workers currently work an eight-hour day on Saturday as part of their 60-hour week. Mr Young wants to get official Saturday working reduced to four hours. But he adds that it would be open to anybody who wants to work longer.

He sits upright at his desk with his hands clasped in front of him. He joined the company in 1975 and worked for several years as a machine grinder before getting involved in labour affairs. A line of flags behind him suggest that Hyundai's union is not too different from the army life that he knew before.

Korean automobile manufacturer which the Government decided in 1984 could return to car making. Marketed in Korea as the Pride, the model achieved first year US sales of 38,000 in 1987, equivalent to 35 per cent of Kia's domestic market.

Hyundai's advantage over its two Korean rivals, however, is that it does not suffer from the notoriously low margins that go with an Original Equipment Manufacturer (OEM) relationship.

Mr Geoffrey Wilkinson, in the Tokyo office of Salomon Brothers, the financial services group, reckons that Kia's exports to Ford will account for a third of its total unit

completed their current expansion plans, the three producers individually will not have much room for further US growth.

In an effort to avoid protectionist pressures in America, Hyundai is building a 100,000 units capacity plant in Canada, of which a third comes on stream this year. But with the high cost of producing in Canada, it seems to be heading for a loss. Foreign cars made in Canada are required to have a minimum local content of 50 per cent if they are to pass duty free into the US.

Hyundai officials say they even with only a 30 per cent Canadian content they will have trouble in breaking even.

The company's margins were being squeezed as well by the rise in the yen which raised the cost of imported Japanese components.

Costs had also been pushed up by a factor that Hyundai had not foreseen - the labour unrest in the summer of 1987. It was an obvious target as a large company with an authoritarian management which had resisted the setting up of independent trade unions.

Mr Chung Ju Yung had at first favoured a tough response to union demands at the car plant for a 30 per cent wage increase. Finally the company agreed to a 19 per cent rise in addition to the 7 per cent they had already granted in the spring.

Afterwards Mr Chung told friends that the group could absorb the pay increases. But what he had feared - and what would have been damaging to Hyundai and the other *chaebol* - was political instability. The group had been hoping to limit any rises this year to 10 per cent but in early June workers were claiming much more. But as a result of a further dispute the plant was closed for much of June and workers were demanding much more.

The lesson Hyundai draw from the strike was that it needed to automate more to raise productivity. But the strike had also shown its vulnerability in another way. Though the

for higher productivity than to maintain consistent quality standards. Hyundai has made big strides in that direction but Mr Chon admits that it has not yet attained the Japanese level. "The last three to four per cent on the quality audit is difficult," he says.

As part of the drive for improved the quality and finish of vehicles, a \$38m paint plant was installed in 1986.

The Ulsan complex continues to grow. An automatic transmission factory will be ready this autumn. This reflects the company's ambitions to build more up-market models, and the appreciation of the Japanese yen which has made imported transmissions from Mitsubishi too expensive.

The establishment of an elaborate research and development centre at Ulsan shows Hyundai's serious intention to become more independent in engineering. Some 1,500 people are employed in R&D, plus another 300 in an engine development centre near Seoul.

The R&D facilities would be the envy of many of Europe's smaller car

makers. Apart from the usual exhaust emissions laboratories, climate chambers and crash test rigs, researchers have the latest in laboratory suspension testing equipment as well as a well-equipped proving ground, including 48 kinds of road surfaces. A wind tunnel for work on aerodynamics is also planned.

Computer-aided design equipment is being introduced, and the Hyundai design studio is planning all-Korean models.

The forward plan calls for a further expansion of production with the eventual aim of 1m vehicles a year. Currently 75 per cent of Hyundai's production is exported. But it expects a home market increase in the next few years and is aiming at a 50:50 split between export and domestic sales.

Somewhat reluctantly, Hyundai Motor has already found itself acting like a multinational, by building a 100,000-a-year assembly plant in Canada to placate those who are uncomfortable about the remarkable sales success of Korean cars in America.

actual stoppage at the Hyundai plant had only lasted a few days, the plant had been effectively shut for a longer period. This was because it had left itself dependent, for certain key components, on a limited number of suppliers. Unrest at one of these could thus shut the Hyundai plant.

All these factors weighed heavily on what was the next major decision for Hyundai, whether to expand capacity by another 300,000 units. Already the company, with an annual output of 700,000 cars, was in volume terms about half the size of Fiat or Renault, but larger than Fuji, Daihatsu or Isuzu of Japan.

Mr S.W. Chon said: "Our next target is 1m. But we don't know when we can reach it." Hyundai's own uncertainties and the pressures of the Government made for hesitation.

On the positive side was the rapid expansion of the domestic market. The Government had anticipated that car sales in Korea would reach 350,000 in 1987. Instead they climbed to 420,000 and are expected to reach 600,000 this year. "Over the last 20 years people have been buying houses," says Mr Chon. "Now they want to buy cars. It is the same pattern as Japan. They can't find privacy at home, so they drive to the country. And the countryside is quite beautiful."

In response to the growing popular demand for car ownership and to give the domestic industry a boost, the Government was planning to cut taxes on cars. In 1987 taxes on a Korean produced car doubled its price, and in the case of an imported vehicle tripled it.

Hyundai wanted to expand its domestic sales, both to halt that decline and reduce its vulnerability to protectionist restrictions or slow-downs in export markets. Mr Chon described the 70:30 ratio of exports to domestic sales in 1987 as "risky."

He said that conditions in the world automobile industry were so uncertain that Hyundai needed a "local base of at least 50 per cent of sales to be safe."

But the Government seemed to want other car producers to expand ahead of Hyundai to reduce its dominance of the car industry.

If Hyundai had to worry about its domestic rivals, it had little to fear from foreign competition. The Korean market had officially been opened up to foreign cars of above 2,000cc in July 1987 and then - in a gesture to the US - to cars below 2,000cc in the Spring of 1988, thus bringing forward by a few months the scheduled date.

Actual imports, however, amounted to no more than a trickle. Foreign cars purchased in Korea were three times their ex-factory price. Koreans considered them too expensive, and many thought as well that it would be disloyal to buy them.

Another factor that argued for early expansion was that Hyundai needed to diversify its exports away from the US. In particular, its ties with Mitsubishi opened the possibility of entering the Japanese market. The two East Asian car makers already had limited joint production arrangements. Hyundai was looking to Mitsubishi to distribute the Excel in Japan.

But a further major expansion was a heavy drain on the group's finances at a time when there were more pressing calls. Hyundai's net profits rose by 23 per cent last year to Won 47bn (\$88.7m) on a 50 per cent increase in sales to Won 265,000.

But investment had been absorbing \$300m a year. Hyundai Motors debt to equity ratio remained high at 5:1. And the Government was attempting to restrict fresh credits by the banking system to the *chaebol*, in order to diminish their dominance over the economy.

Hyundai was aware that its major weakness as a global contender was that it lacked the model range of its competitors and was too dependent on them for its technology.

It had thus been investing heavily to strengthen its own design and development capability.

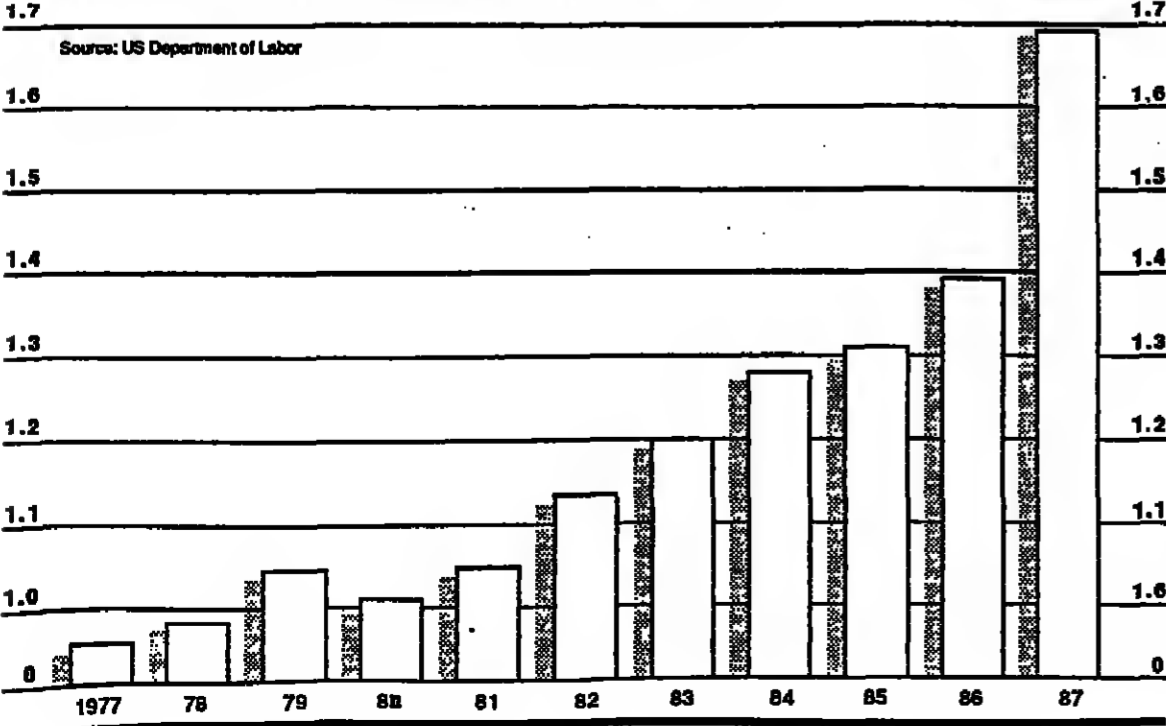
The new 1.8 to 3 litre Ford Granada-sized car, the Y2, that it is to bring out this year will thus have a far greater Korean content than other models. By the end of next year it plans to replace the Pony (now largely confined to the domestic market) and in 1990 to introduce a 1.6 litre car to take the place of its existing middle-of-the-range Stellar. It also intends to bring out a new sports model.

But all these capital outlays on developing new models and strengthening the company's indigenous technology have been competing with funds that could be used for capacity expansion. Hyundai thus finds itself at something of a turning point.

The first injunction in the company's credo is: "To create something out of nothing through a pioneering spirit." Hyundai Motors has done that. The problem is to decide where to go next.

SOUTH KOREAN PRODUCTION WORKERS' HOURLY RATE

US Dollars By June 30, these figures will be adjusted upward 2 to 3 percent



Ulsan scales the heights of self sufficiency

SUPERFICIALLY, the Hyundai Motor company's Ulsan plant is much like many other modern car factories in Europe, Japan and the US. It is a combination of labour intensive production and new technology. The differences are in detail - and in scale, writes Ray Hinton.

Hyundai's single car plant, the biggest in South Korea, is huge, both in area (931 acres) and output (700,000 cars and 34,000 commercial vehicles in 1987). Cars for export are loaded on to Hyundai-built ships directly outside the factory.

It is also more than usually self-sufficient, with foundry work, forging, tool-making, component machining, and gear cutting taking place on the same site as car, engine and transmission assembly.

Some 45 per cent of the parts that go into a Hyundai car are made in the factory and a total of 70 per cent is sourced within the Hyundai group. Parts supply is direct to the production lines, though this is not quite as frenetic as the Japanese "just in time" system; Hyundai can hold one and a

half days of stock in the works.

Compared with modern Japanese car factories, Hyundai's two S-shaped final assembly lines lack evidence of quality circles, suggestion systems, or much worker participation in how the cars are made. The pressing, welding and metal finishing areas have notably fewer machine guards and worker safety facilities than a UK factory would demand.

The workforce is young (70 per cent of employees are in their 20s) and, by international standards, cheap (the average wage is just over Won 500,000 - \$864 - a month for a 60-hour, six-day week).

Worker productivity is high, with 27,800 people making 617,000 vehicles per year, and Hyundai is fully aware that low-cost production is the key to competitiveness in world markets. "Now we will have more automation, for we must be very careful about increasing manpower as we expand," says Mr S.W. Chon, vice president of the company.

For the moment, one senses that the robot welders in the bodyshop are less

envious of many of Europe's smaller car

makers. Apart from the usual exhaust emissions laboratories, climate chambers and crash test rigs, researchers have the latest in laboratory suspension testing equipment as well as a well-equipped proving ground, including 48 kinds of road surfaces. A wind tunnel for work on aerodynamics is also planned.

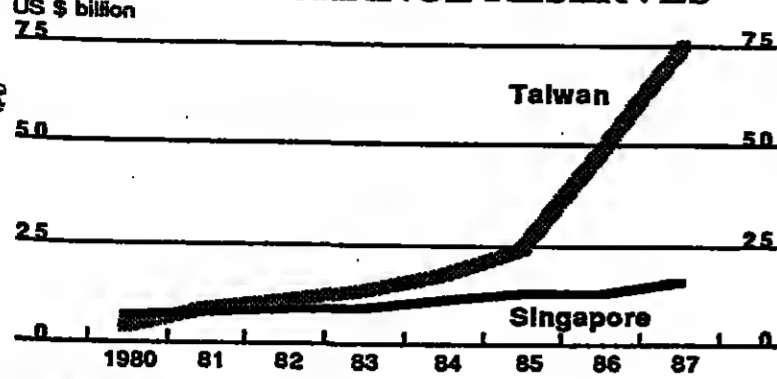
Computer-aided design equipment is being introduced, and the Hyundai design studio is planning all-Korean models.

The forward plan calls for a further expansion of production with the eventual aim of 1m vehicles a year. Currently 75 per cent of Hyundai's production is exported. But it expects a home market increase in the next few years and is aiming at a 50:50 split between export and domestic sales.

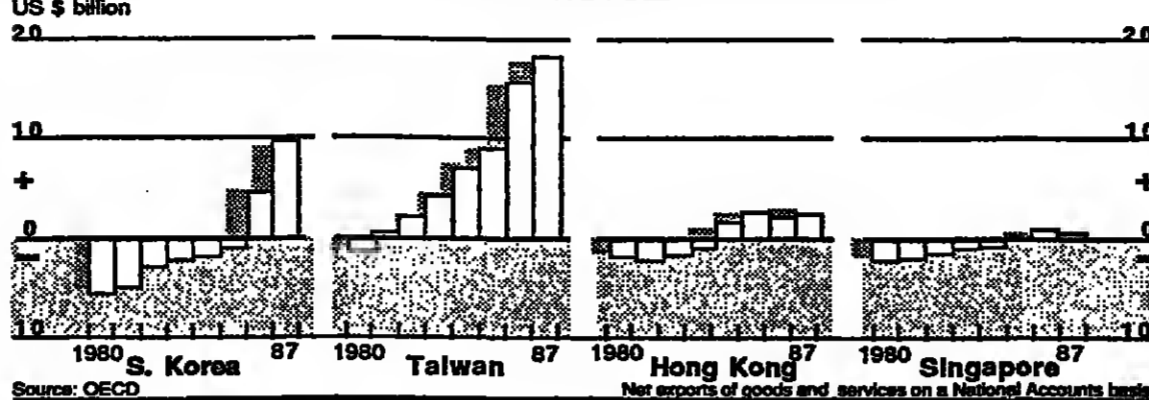
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FOREIGN EXCHANGE RESERVES



CURRENT ACCOUNT BALANCE



NICS' BALANCE OF TRADE

Table with columns for Year, US, Japan, and EC. It shows trade balances for the US, Japan, and EC from 1980 to 1987.

POLITICS

Authoritarianism starts to crumble

Improvements in education and the growing strength of labour would hamper any return to hard-line regimes

East Asia has had the highest economic growth rate of any region in the world over the last 30 years. It has also lived under varying types of authoritarian government from the military dictatorship of Korea to the one-party rule of Singapore.

This combination has led many political scientists to draw the conclusion - uncomfortable to Western liberals - that authoritarianism with its emphasis on order and discipline has been a major factor in East Asia's economic success.

The fallacy has taken two forms. There have been the arguments set out by Professor Chalmers Johnson, the American Asia specialist, that authoritarian governments have provided the stability that gave technocrats "the space to act" and to design economic policies with a long-term horizon.

Political change is now being accelerated by the relaxation in world tensions and by the fact that a similar process is taking place across the communist world, from Mr Gorbachev's Soviet Union to Mr Zhao Ziyang's China.

The alternative thesis sees East Asia's success as dependent on the Confucian qualities of omnipotent government, respect for hierarchy, and mobilisation behind national corporate goals. Though in this latter case, it has never been fully explained - as Professor Tu Weiming of Harvard University has pointed out - why the Confucian institutions which "both Asian and American scholars considered detrimental to modernisation in the late 19th and early 20th centuries" have embodied the strength that has made the post-Confucian states so competitive in the international arena?

They are working hard to minimise it further by exchanges with the communist world that would have been unimaginable two years ago - Taiwanese in droves visiting the Chinese mainland, Koreans opening up diplomatic missions in East Europe, a Korean government reopening the issue of reunification with the North, substantially increased trade and investment with Communist China.

The already strong conservatism of the South Korean leadership was reinforced by the division of the country and the ideological conflict with the Communist north. It meant that Marxist, socialist or dissident movements were treated as disloyal or treacherous.

"The dynamism of the Korean economy has to do with the dynamism of the Korean people," he says. "Whatever the success of the Korean economy, it springs from that rather than the Government or the chaebol."

and to spend more freely. In short, reform was popular. In September 1988, Mr Chiang reached a point of maturity where continued political stability requires discernible progress towards a more democratic, less repressive political system.

and can always shut it if need be. In Korea, the reformist initiative stemmed from the decision by Mr Roh Tae Woo in June 1987 to accept the opposition's demands for direct Presidential elections. Until then Mr Chun Doo Hwan, the outgoing President had hoped to hand over to his former colleague and self-appointed successor without a real electoral contest.

glorification of Mr Kim Il-sung's campaigns in North Korea. What remains as durable in political terms of the Confucian heritage is its emphasis on education and on the importance of family ties.

Reformist leaders are treading a tightrope in trying to preserve the benefits of discipline and stability

Britain's right to govern in Hong Kong has never been challenged by its Chinese population, only too glad to see the British presence as a barrier to communist expansion. But China has for a long time contested the validity of the treaties on which Britain's presence depended.

Mr Chiang Ching-kuo, who had taken over from his father, Chiang Kai-shek in 1975, was the first to see the writing on the wall. He was a much able figure than his Machiavellian father and had seen the upheavals of the 20th century from both sides of the fence. He had been a communist and an admirer of Stalin, before the Soviet leader imprisoned him in a labour camp. His large, deeply lined worker's hands bore witness to that terrible experience.

Reform is being implemented on a step-by-step basis in the hope of avoiding a backlash from the conservatives, or of letting the process get out of control. "Imagine cows within a fenced-in field," says one KMT official in describing the pace of reform. "We let them out of the gate one by one and then the professional and managerial class which had benefited materially from the Chun and Park regimes but were no longer willing to succumb to a perpetual military coup d'etat."

and then the professional and managerial class which had benefited materially from the Chun and Park regimes but were no longer willing to succumb to a perpetual military coup d'etat. Since then Korea has held one more or less fair Presidential election and a Parliamentary election that was fair enough for the President's Democratic Justice Party to lose its overall majority. The press has been given more freedom, unions allowed to build up a trained cadre on Leninist lines.

Several factors seemed to have pushed Mr Chiang to set in motion the programme of liberal reforms that now amounts to a revolution on the island. There was the ominous warning of the Philippines, where President Marcos's resistance to reforms had precipitated a revolution. There was the contrary example

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Singapore takes view that risk is bad for its health

"WHY RISK your health? Don't buy from unlicensed street hawkers," says the sign in Scotts Road in the centre of Singapore. Whether it is unwholesome food, or foreign journalists writing about its domestic affairs, or a critical Parliamentary opposition, or local investment in manufacturing industry, Singapore generally prefers not to take the risk.

The country that in the early 1970s was the fastest growing economy in Asia and one of the most dynamic, has become one of the most timid. It has slipped behind Taiwan and South Korea, both in the pace of its economic expansion and in its reluctance to undertake the liberal reforms now being implemented in those former military dictatorships.

As Mr Lee Hsien Loong, the Minister for Trade and Industry, why Singapore has not extracted more of the Hong Kong-type of "swashbuckling" capitalists, and the answer is revealing. He languidly replies that "many would live up the place," before tracing the differences in the origins of Hong Kong and Singapore.

He characterises Hong Kong as a society with extremes of "miserable poverty and a rip-roaring career to the top." But Singapore, he says, has offered a "more sober career profile." Most able people in the early days of the country's independence went into government or multinational corporations. "It was good that it worked out that way," he argues. "If we had not had them in the civil service, we would have been in trouble."

Mr Lee's decision to operate through multinationals - which he knows and understands brought immediate advantages to Singapore. But it also carried the cost in the late 1970s of a slower growth of productivity than the country's competitors, because multinationals had more interest in preserving a low-cost, low-skilled workforce. Mr Lee then sought to force them to upgrade their technology through a policy of government-orchestrated wage increases. The high pressure tactics helped bring on the recession of 1985.

entrepreneurial skill, technological change or the intelligent use of the country's foreign exchange assets. With \$12.5bn in foreign exchange reserves, equivalent to 75 per cent of GDP, Singapore has one of the highest levels of foreign exchange reserves per head of any country in the world. It has only very recently begun to explore how these might be invested abroad to secure holdings in foreign companies that could help strengthen Singapore's own industry and services sector.

It sounds Utopian, it should be remembered that East Asia's post-war generation has grown up under the influence of American ideas, sharing US beliefs in the perceived dangers of communism, depending on the US market for the bulk of its exports, and where possible, sending its children to US universities.

As a market-oriented capitalist state, Singapore has few indigenous entrepreneurs of its own - in sharp contrast to the aggressive industrialists of Hong Kong, Taiwan or Korea. Businessmen in Singapore will tell you that one reason is that few want to take the risk of becoming too successful or too powerful.

On top of that, the clever and able men who run the Government - and Singapore has some of the cleverest in Asia - protect Singaporeans from the follies of their own weak, human nature. They are forbidden to let off fireworks on Chinese New Year because of the risks. Girls under 16 are not allowed into discotheques.

Whereas in the other Asian NICs, officials talk of the possibilities of expansion, the emphasis in Singapore is on the constraints of growth. Last year's 8.6 per cent growth in real GDP, Mr Lee told the nation in a New Year's address, was "well above our estimated long-term growth rate of four to six per cent." The pace of expansion is of course dependent on the growth in the size of the labour force - Singapore's major constraint.

Younger ministers, like Mr Lee Hsien Loong and Mr Goh Chok Tong, subsequently made a strong effort to establish a closer dialogue with public opinion. A "think-tank" was also set up to see how to involve Singapore's increasingly highly educated, and widely travelled younger generation more closely in decision making.

Both Korea and Taiwan have yet to solve the problem of easing out the military and old guard hardliners without producing a backlash against reform. Riots in Taipei on May 20 bore the signs of being provoked by conservatives anxious to slow the wheels of change.

But East Asia's authoritarian regimes had reached a dead end. Continuing economic advance required giving entrepreneurs, managers, administrators, union leaders, universities, and regional authorities more breathing space. It is that nettle that has been grasped.

